

Faculty Senate Executive Committee Meeting: February 8th, 2021 (12:30 PM – 1:45 PM)
Faculty Senate Meeting: February 15th, 2021 (12:30 PM – 1:45 PM)

Agenda

Opening Remarks

1. Welcome – Humayun Zafar
 - a. **Online Faculty Senate Meeting Expectations**
 - i. Please complete the attendance survey (link in the chat window) if you are a senator or a guest.
 - ii. Voting will be carried out electronically (link will be available in the chat window) and will be tracked. **Please only vote if you are a senator.** A non-senator voting will result in an immediate permanent ban from the faculty senate.
 - iii. Use the “Raise your hand” feature in order to be recognized.
 - iv. As we move forward with our senate meetings, the FSEC has heard from its members and agrees on the need to hold to correct parliamentary procedure. Motions will be preferred over discussion items so that we typically have action items on the floor. We would like to point out that there will be less time in our meetings used to announce our business items, so it will be more important than even to be familiar with all documents pertaining to our meeting.

To further promote discussion, the president of the faculty senate will begin by calling for dissenting opinions. If there are no dissenting voices, we will be able to call for a vote directly and increase efficiency in our meetings.

New Business

1. Approval of minutes (January 11th, 2021 meeting)
2. Policy Revisions (<https://policy.kennesaw.edu/>)
 - a. Non-Discrimination Policy – Donna Reddix
 - b. Policy on University Policies – Kevin Gwaltney
3. COVID-19 F2F Teaching Motion – Darina Lepadatu
4. ARD Resolution – Sara Giordano
5. Jobs resolution – Heather Pincock

Updates from the Provost and President (at 1:35 pm)

6. Dr. Kathy Schwaig
7. Dr. Pamela Whitten

Informational Items

8. Plus/minus grading proposal – Cristen Dutcher
 - Please remember to discuss the KSU Report on Plus/Minus Grading with your constituents and distribute the Plus/Minus Survey to your faculty. The Report and link to the Survey are on the Faculty Senate Teams channel and will be emailed out again. The survey will close at the end of the day on February 28th.

9. University Council Meeting – April 19th (1:00 PM – 2:00 PM)

Motion on COVID19 Vaccination at KSU

Given that a significant number of KSU faculty were required to return to face-to-face teaching during the highest peak of the COVID19 pandemic, we would like to propose the following:

1. Face-to-face faculty should have priority in receiving the COVID19 vaccine. While the exclusively online faculty have received accommodations to work from home during this time, face-to-face faculty are at a considerable higher risk from exposure to COVID19.
2. We would also like to propose that the onsite vaccination efforts be expanded to include dependent family members of our faculty who are also at higher risk due to the faculty's return to f2f teaching.

This measure would alleviate the face-to-face faculty concerns related to their safety in the workplace in Spring 2021. Faculty could present a print-out of their class schedule to show that they are f2f faculty at the vaccination site.

ARD Resolution

Whereas, the KSU administration has repeatedly asserted that no chairs will be asked to perform annual evaluations “on a curve;” and

Whereas, “grading on a curve” refers to an assessment in which one is compared to others in their cohort rather than being evaluated based on stable criteria; and

Whereas, “grading on a curve” or being assessed in comparison to an average distribution, always results in some being below and above average instead of the possibility of everyone being evaluated as successful (or not); and

Whereas, the KSU administration has asked chairs, faculty, and supervisors to take into consideration the extraordinary circumstances of the pandemic throughout 2020; and

Whereas, the year 2020 has indeed been an extraordinarily difficult year which included KSU workers moving to fully remote instruction with 2 days to prepare, layoffs and a lack of contract renewals resulting in higher workloads for those remaining staff and faculty, last minute changes to instruction delivery, and increased responsibilities for staff and faculty due to the need to maintain a safe work environment during the pandemic, on top of increased and widespread health uncertainties, family and friends dying in higher numbers than other years, and living in a world grappling with economic devastation, and political stressors; and

Whereas, annual evaluations can have a serious impact on employment, promotions, and raises, as well as, a worker’s feeling of worth and appreciation for working hard; therefore be it

Resolved, that the administration should work to establish non-competitive/non-comparative criteria for annual reviews; be it further

Resolved, that considering the extraordinary circumstances of the year 2020, all chairs and supervisors should be directed to evaluate all faculty and staff as going above and beyond the regular call of their work duty by ranking faculty as “exceeding expectations” and giving the highest performance ratings for staff, with any deviations from this policy requiring justification.

Jobs Resolutions

A resolution imploring the administration to promise to protect jobs during the pandemic by reversing layoffs from the past year and promising no future layoffs. Here is our draft language:

“Whereas, KSU revenues this year are higher than expected and Governor Kemp has already promised no additional state cuts in the coming year; and

Whereas, we are all part of the KSU community and need each other to provide quality education and experience to our students; and

Whereas, we need to retain our talented staff through the pandemic; and

Whereas, any worker working outside of their home during the pandemic is taking on additional risk to their own health and that of their families;

We resolve there must be no more permanent or temporary layoffs and those who have already been impacted by such shall be returned to full employment;

We further resolve any staff or faculty who must continue to do their job on campus shall receive additional compensation.”