

Faculty Senate Meeting Agenda  
12:30-1:45 September 25, 2023

Fall FS meetings will be held [online](#).

<b>Affiliation</b>	<b>Name</b>
<b>College of the Arts</b>	
Art and Design, School of	Sandee Chamberlain
Dance	McCree O'Kelley(absent)
Music, School of	Jeffrey Yunek
Theatre and Performance Studies	Jacqueline Springfield
<b>College of Architecture and Construction Management</b>	
Architecture	Michael Carroll
Construction Management	Lantz Holtzhower
<b>College of Computing and Software Engineering</b>	
Computer Science	Victor Clincy
Information Technology	Ying Xie
Statistics and Analytical Sciences	Austin Brown
Software Engineering	Hassan Pournaghshband
<b>Coles College of Business</b>	
Accountancy, School of	Kent Altom
Economics, Finance and Quantitative Analysis	David Bray
Information Systems	Carole Hollingsworth
Management, Entrepreneurship, and Hospitality	Shelby Meek
Marketing and Professional Sales	Randy Stuart(Laura Robinson)
<b>Bagwell College of Education</b>	
Educational Leadership	Albert Jimenez
Elementary and Early Childhood Education	Scott Ritchie
Inclusive Education	Zachary Johnson
Instructional Technology	Yeol Huh
Secondary and Middle Grades Education	Jillian Ford
<b>WellStar College of Health and Human Services</b>	
Exercise Science and Sport Management	Chad Goebert
Health Promotion and Physical Education	Matthew Lyons
Social Work and Human Services	Cameron Greensmith
Nursing, WellStar School of	Nancy Ballard
<b>College of Humanities and Social Sciences</b>	
Communication and Media, School of	Minhao Dai
Conflict Management, Peacebuilding and Development,	Heather Pincock
English	M. Harper
World Languages and Cultures	Thierry Leger

Geography and Anthropology	Susan Smith
History and Philosophy	Amy Donahue
Interdisciplinary Studies	Rebecca Hill
School of Government International Affairs	Stephen Collins
Psychological Science	Daniel Rogers
Sociology and Criminal Justice	Melanie Holland
Technical Communication and Interactive Design	Snehal Shirke
<b>College of Science and Mathematics</b>	
Chemistry and Biochemistry	Michael Van Dyke
Ecology, Evolution, and Organismal Biology	Nicholas Green
Mathematics	William Griffiths
Molecular and Cellular Biology	Dale Vogelien
Physics	David Garofalo
<b>Southern Polytechnic College of Engineering and Engineering Technology</b>	
Civil and Construction Engineering	M. A. Karim(Sumit Chakravarty)
Computer and Electrical Engineering	Sumit Chakravarty
Engineering Technology	Jeff Wagner
Mechanical Engineering	Sathish Gurupatham
Mechatronics Engineering	Ying Wang
Systems and Industrial Engineering	Lin Li
<b>Horace W. Sturgis Library</b>	
Department of Library Resources	Christin Collins
Department of Public Services	Judy Reardon
<b>Honors College</b>	Nicholas Ellwanger

Michael Van Dyke, proxy for Glen Meades, Chemistry

Jacqueline Springfield Theatre and Performance Studies, serving as proxy for Jim Davis

#### Guests

Yvonne Wichman
Bryan McGovern
Thomas Doleys
McCree
Laura Robinson
Catherine Kaukinen
Hazem Rashed-Ali
Ann Schroeder
Paul Parker
Carmen Skaggs
Ivan Pulinkala
Lori Lowder

Giovanni Loreto
Cole Stratton
Nwakaego Nkumeh Walker
Sheb True
Amy Buddie
Karen Kornweibel
Aaron Howell
Karin Scarpinato
Julie Page
Ian Ferguson
Sumanth Yenduri
Anissa Vega
Constance Briggs
Michelle Miles
Casey Tanner
pete
Darina Lepadatu
Sara Giordano
Amelia Lewis
Erik Malewski
Rochelle Harris Cox
Johniqua Williams
Harrison Long
Ann M.
N. Morgan
Lisa Duke
Nathalia Jaramillo
Karen McDonnell
Paola Spoletini
Stephen Brincks
Bryn Gravitt
Andrew Pieper
Keir Singleton
Doug Moodie
Barbara Gainey

## Online Faculty Senate Meeting Expectations

1. 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.
2. Use the “Raise your hand” feature in order to be recognized.
3. Motions will be preferred over discussion items so that we typically have action items on the floor.
  - a. 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.
4. Please familiarize yourself with Robert’s Rules of Order:  
[https://assembly.cornell.edu/sites/default/files/roberts\\_rules\\_simplified.pdf](https://assembly.cornell.edu/sites/default/files/roberts_rules_simplified.pdf)

## Welcome – Susan Kirkpatrick Smith (5 minutes)

1. Approval of August Minutes (approved as distributed)
2. Registrar updates (approved)
  - a. These updates were sent to the senators following the August meeting.
    - i. FERPA Violations (see also document included in meeting materials)
    - ii. Training for Schedule Building
    - iii. Commencement Days/times
3. UITS Updates
  - a. These informational items are included in the meeting materials for today.
4. Timeline for course evaluations This information was shared with senators following the August meeting. The timeline has now been published and is included with meeting materials for today.
5. Provost’s Athletic Oversight Committee Nominations (5 minutes)
  - a. Motion to approve (Todd Harper, seconded by Jeff Yunek)
  - b. Approved by voice vote.

## New Business

1. New process to roll grades for summer 2024 – Paul Parker (5 minutes)  
Beginning next May, grades will be rolled out to history by the end of the May semester. Faculty missing this deadline will need to submit a grade change.
2. Policy on having minors on campus – Ann Schroeder (5 minutes)

Ann Schroeder: Minor policy from 2017. Minor registry, series of approvals. Background screens, parental waiver, safety and security, and retention requirements. Also involves internships and other mentoring activities. Website: [protectingMinors.kennesaw.edu](http://protectingMinors.kennesaw.edu)

3. Representative needed for policy council (5 minutes)

Susan Smith: Faculty senate liaison to policy council? (Virtual Meeting), no volunteers yet.

Bill Griffith: Moving from the calendar year to the academic year, the Committee to look into this. First meeting tomorrow and hopefully come up with a recommendation, after reviewing what others are doing as well. Negotiating workload when we start the academic year.

This will be considered holistically, including PTR, etc.

4. First reading of changes to Faculty Senate Bylaws to include the Part-Time Faculty Council President as a full voting member of the Faculty Senate (5 minutes)

(Todd Harper and Yvonne): Instead of the three-year term, a part-time faculty president will serve 2 years. Would like to have a full term. 42 representatives out of the 47 departments. One vote for the part-time faculty for representation.

Susan Smith: This can open gates for others as well. Part-time faculty may often be connected with each other than with the people within the department.

Todd Harper: If we have the part-time faculty council as a voting member, do we need a liaison: It might be duplicative.

Micheal Van Dyke: Add principle lecturer

a. Senators will serve a three-year term **except for the President of the Part-time Faculty Council who will serve a two-year term**. During each spring semester, or as needed if vacancies arise, each instructional department elects one Senator who is a member of the corps of instruction—i.e., lecturer, senior lecturer, instructor, assistant professor, associate professor, professor or duly certified librarian—who does not have ex officio faculty status as a result of an appointment to an administrative office (see BoR Policy Manual, §3.2.1.3). No one who has accepted an administrative appointment that requires 50% or more administrative duties may serve as a department's Senator.

Bill Griffith: Delete the job list, if we are including all from the core of instructors.

Yvonne: The President of PTFC gets half of a course fee, maybe a conflict with ACA, if elected faculty is added. Part-time faculty are severely limited in the number of hours.

Susan Smith: Talk to your departments, and please send feedback.

5. Senate Motion on Faculty Pay – Amy Donahue, Steven Collins, Heather Pincock (30 minutes)

Heather Pincock: The recent salary adjustment was only for full-time, not part-time, so this motion also addresses part-time. Part-time faculty had an adjustment in 2019. Full-time have received 2 cost adjustments since.

Steve Collins: We appreciate the efforts of the President and Provost to raise faculty pay to equitable levels. This motion indicates to make this a regular. Also, the faculty are limited to 75% , that makes us underpaid by 10's of thousands of dollars. We are requesting a 3-year timeline to address this gap.

Amy Donahue: The salary studies have been one-off; no clear ongoing plan has been planned. The task force did recommend this in 2019, and we are proposing something like the task force recommendation be put in place.

Yvonne: Last pay increase in 2021. That pay increase did not benefit all.

Heather Pincock: Colleagues, please note that Full Time Faculty are paid 10% of our salary per course when teaching in the summer. A wage floor of \$3000 per course for Part-Time Faculty is well below 10% of even the lowest-paid full-time faculty at KSU.

Vote: 40 yes., 0 no.

6. Provost's Update – Ivan Pulinkala

7. Under President Swag's leadership, we have added an unprecedented 6M\$, together with 29M\$ as regular salary. Buck study includes a comparator group, in which we ranked at the very bottom in terms of the institutional metrics. The administration remains committed. We want to retain the faculty. Any increase will include rewarding performance. 406K\$ have been used for part-time. The reality of most academic institutions, not all people can get salary benefits at the same time. Thanks to Dr. Griffith and the group for his service. Will support part-time faculty's presence in FS.

Todd Harper: Some years may be equity adjustment, merit adjustment handled differently by the state than equity.

Provost Ivan Pulinkala: USG approval for merit raise. The process is very different than equity. Resources permitting well will look into improving adjustments.

Amy Donahue: Provost Pulinkala -- is it your contention that the BUCK group's selection of peer institutions was flawed, or are you saying that, because some R1 institutions were included within the peer group, the fair rate for KSU faculty should be lower than peer average?

Provost Ivan Pulinkala: When we got to USG we cannot be resourced the way R1 institutions are.

Steve Collins: Faculty have KSU have to work more in summer, which cuts into research productivity.

Albert Jimenez: If the 19 R1s are removed, do we know if we are compensated below other R2s?

Provost Ivan Pulinkala: Our compensation structure is set up for Comprehensive Institutions, not R1—our institutional performance metrics (metrics will be posted).

In asking for more compensation, we are also evaluated on the institution's metrics. In any compensation model, we should reward the best performers. We cannot have our hands tied on how we do this.

We do not know what resources we have at some of the external sources of money has external guidance on how to spend.

We will continue this focus, but the context is beyond the scope. Keep in mind when we ask for more funding, we have accountability for graduation rate and other institutional metrics.

We want to advance the salary, but we have to do everything in rotation and ensure we also improve the institutional metrics.

Will Griffith: Motion to adjourn

Adjourned 1:49 PM.

## **Consent Agenda**

6 Sept 2023 CDA meeting

Notes provided by Faculty Senate Rep Glen Meades, Ph.D.

9:02 Paul Parker discussed FERPA policy updated, includes opportunity for employee to provide feedback/evidence for five days in response to violation notification.

9:10 Kim Loomis discussed No Cost and Low Cost course listings, department should include this information when building schedules. Students use this information when making decisions on courses.

9:24 Ivan Pulinkala discussed DEI changes to policy, clarification, and inclusion of previously removed language by legal team. He also mentioned the lack of decorum from previous Senate meeting.

9:54 Christine Coronado (UITS) discussed new software download system that can better track software use. Faculty using teams as their office phone number in lieu of an actual office phone line.

10:06 Leigh Faulk (office of accreditation and policy) discussed SACSCOC faculty justification and assessment process changes that are ongoing with our next review cycle.

10:17 Anissa Vega and Michelle Head discussed degree programs identifying elective courses as requiring "C or better" vs "D or better" for degree requirements, deactivation of inactive courses (catalog cleanup), and program modality not specified clearly.

10:39 John Havard asked for nominations for Faculty Senate liaison and Policy Process Committee. Dr. Brian McGovern and Dr. Evelina Sterling were elected, respectively.

10:47 Corinne McNamara discussed the option to consider changes to the annual review process, calendar year versus academic year. This was just a discussion starter to get opinions.

10:56 Adjourn.