

**PTFC Meetings
3:30 - 4:45**

**Spring Semester
Online**

Spring
01-25-2021
02-15-2021
03-22-2021
04-12-2021
05-02-2021



From the President:

Disequilibrium

Image by peggy_marco-1553824



What does the “new normal” look like if you are an educator? As a retired school leader from the K-12 educational world and an active member of university level teaching, I know that there was a time when I was able to look at students, teachers, staff, parents, and community members through a lens that embraced a common goal of preparing students to become who they were destined to be. As a teacher and an administrator, I believed that I was destined to “Enlarge the Winner’s Circle” and help people to succeed. I honestly believed that every single person in the school building and

parent who brought the child to the school shared that common goal.

I think that is still true today. However, the level of disequilibrium in our current time makes schooling feel like a top spinning out of control, and those that think they have found the “new normal” are seriously mistaken because that top is still spinning and moving across the educational landscape in ways that none of us are prepared for or can accurately predict. And, for those who think that they have the answer, I ask, “Have you heard the real voices of the teachers, students, administrators, staff, and parents who are in the trenches making history as they create the “new normal” for education?”

The very foundations of academics should be examined to unpack the tenets that support public education and give us some insight into the current reality of those who walk through the physical and virtual doors of the school building. We need to listen with full attention and open hearts as we hear what is happening now and what is needed in the future. We need to listen with open hands to learn how we can support our colleagues as they continue to “enlarge the winner’s circle” by creating learning experiences that help students grow and be successful as individuals and as members of the larger community. We need to speak out and join the dialogue about our profession, its purpose, its value, and its course for the years ahead.

So, what if your life was not quite “normal” in March Before Corona 2020 (BC20)? Join the dialogue and shape a “normal” that works for everyone. Speak about the truth of your experiences and shape the landscape of schooling for tomorrow.

Joanne Lee

Part-Time Faculty Council

Meeting Minutes

February 22, 2021

<http://ptfc.kennesaw.edu>

DRAFT

- I. Welcome Michael Perry
Meeting was called to order at 3:36pm. Attendees were asked to type name by entering in the chat for tracking.
- II. Approval of Minutes James Stinchcomb
The minutes from the January 25, 2021 meeting were shared in Teams group, listserv distribution list, and on the website. Motions by Michael Perry to approve the minutes as published with second by Diana Honey passed unanimously.
- III. President's Update Michael Perry
Michael filled presided over the meeting for Joanne who was out of town for family business.
- A. State Bonus Status Part-Time Faculty – Michael asked Joanne Lee to address this issue as she was present online. Distribution of the bonus was a BOR decision which followed the model from the state plan issued by Governor Brian Kemp. Joanne has spoken on behalf of the PTFC in regard to part-time faculty not being eligible for the onetime bonus and brought this to the attention of KSU leadership.
- B. Faculty Senate - Michael attended the Faculty Senate meeting in Joanne's place and provided an update from Senate.
1. Motion on COVID 19 Vaccination at KSU Passed: *CoVIS19—Passed: 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.*
2. Motion on ARD Resolution Passed: *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.*
3. Jobs Resolution Passed: *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 pan-*

Part-Time Faculty Council

demis 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.

DRAFT

4. Provost Search Update – Search is being continued for additional candidates at this time.

IV. Old Business

Michael Perry

- A. Plus/Minus grading system - 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.
- B. James reviewed the list by department to confirm returning and new reps. Any department changes should be emailed to Joanne Lee and James Stinchcomb.

V. New Business

Michael Perry

- A. Vice President Michael Perry congratulated Dr. Joanne Lee on being recognized and awarded the Outstanding Part-Time Faculty award for the Bagwell College of Education. He asked representatives to let the executive committee know of part-faculty awards for their departments and college.
- B. Michael reviewed rationale for using a combination of Teams and Zoom for communication to PTFC and why both will be implemented. Zoom will be primarily focus for virtual meetings, while Teams is for storing information and communication along with the website.
- C. James presented on using Zoom during meeting and for all future meetings.
 - UITS training documents: Getting Started with Zoom. https://apps.kennesaw.edu/files/pr_app_uni_cdoc/doc/Getting_Started_with_Zoom.pdf
 - UITS training document: Getting Started with adding Zoom in D2L Class https://apps.kennesaw.edu/files/pr_app_uni_cdoc/doc/Getting_Started_with_Zoom.pdf Comparison chart: https://apps.kennesaw.edu/files/pr_app_uni_cdoc/doc/Online%20Conferencing%20Tools%20Comparison%20Chart.pdf
 - Zoom video trainings: <https://support.zoom.us/hc/en-us/articles/206618765-Zoom-Video-Tutorials>
- D. Update from CETL – Mandy reminded everyone to look at trainings and let her know if anyone needs anything to reach out to her.
- E. Council picture via screen shots were taken at the end of the meeting to be used on website and will be continued finishing at end of March meeting.

VI. Next Steps

Michael Perry

- A. Share newsletter with all PTF representative that will be sent out for March.
- B. Send in items for March newsletter to Joanne Lee as soon as possible.

VII. Announcements and Questions

Michael Perry

- A. PTFC will meet 3/22/21 @ 3:30 to 5:00 pm via Zoom. A calendar invite with the link will be sent from James Stinchcomb.
- B. Be sure to check in with James if you entered the meeting late.

Motion to adjourn meeting, approved.

Meeting ended by 4:30 pm

Minutes submitted by James Stinchcomb

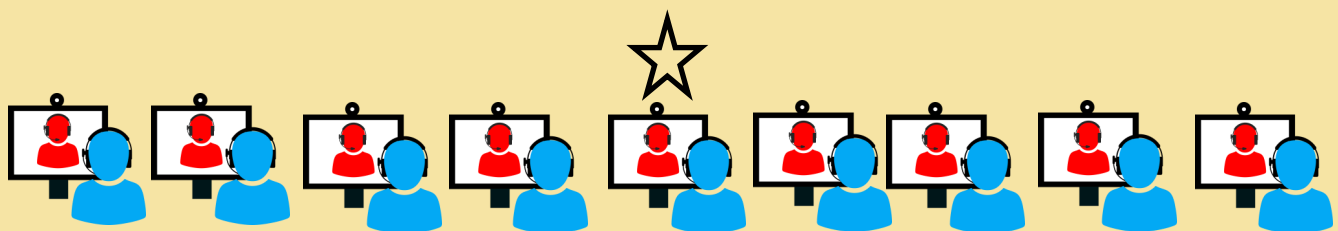
Dr. Joanne Lee	President	jlee102@kennesaw.edu
Michael Perry	Vice President	mperry@kennesaw.edu
James Stinchcomb	Secretary	yrodrig1@kennesaw.edu
Diana Honey	Parliamentarian	dhoney@kennesaw.edu
Yvonne Wichman	Immediate Past President	ywichman@kennesaw.edu

Part-Time Faculty Payroll Dates

10 Month Pay Groups

Ten Month Faculty
Graduate Assistants
Part-time Faculty

Payroll Period	Relocation Reimbursements Due to Payroll by 5:00 pm	SPAs & STRs Payroll by 5:00 pm	OneUSG Time Entry & Approvals Due by COB	Paycheck Issue Date
Jan 2021	Jan 11, 2021	Jan 15, 2021	Jan 15, 2021	Jan 29, 2021
Feb 2021	Feb 9, 2021	Feb 15, 2021	Feb 15, 2021	Feb 26, 2021
Mar 2021	Mar 16, 2021	Mar 22, 2021	Mar 22, 2021	Mar 31, 2021
Apr 2021	Apr 15, 2021	Apr 21, 2021	Apr 21, 2021	Apr 30, 2021
May 2021	May 13, 2021	May 19, 2021	May 19, 2021	May 28, 2021
Jun 2021	See Summer Faculty Payroll Schedule			
Jul 2021				
Aug 2021	Aug 16, 2021	Aug 20, 2021	Aug 20, 2021	Aug 31, 2021
Sep 2021	Sep 15, 2021	Sep 21, 2021	Sep 21, 2021	Sep 30, 2021
Oct 2021	Oct 14, 2021	Oct 20, 2021	Oct 20, 2021	Oct 29, 2021
Nov 2021	Nov 12, 2021	Nov 18, 2021	Nov 18, 2021	Nov 30, 2021
Dec 2021	Dec 10, 2021	Dec 16, 2021	Dec 16, 2021	Dec 31, 2021



Part-Time Faculty Council Meeting March 22

Please join your colleagues at the January meeting of part-time faculty at 3:30 on January 25 at the Teams link posted below. If you cannot make the meeting, contact your department representative for an update.

1. Hover over the link below “Click here to join the meeting.”
2. Click “Open Link” and join the meeting in Teams.

Part-Time Faculty Council – General Body Meeting

3/22/2021 from 3:30 pm – 5:00 pm

Microsoft Teams meeting

Join on your computer or mobile app

[Click here to join the meeting](#)

