

Faculty Senate MoM
12:30-1:45 December 4, 2023

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

Affiliation	Name
College of the Arts	
Art and Design, School of	Sandee Chamberlain
Dance	McCree O'Kelley
Music, School of	Jeffrey Yunek
Theatre and Performance Studies	Jacqueline Springfield
College of Architecture and Construction Management	
Architecture	Michael Carroll
Construction Management	Lantz Holtzhower
College of Computing and Software Engineering	
Computer Science	Victor Clincy
Information Technology	Ying Xie
Statistics and Analytical Sciences	Austin Brown
Software Engineering	Hassan Pournaghshband
Coles College of Business	
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
Bagwell College of Education	
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
WellStar College of Health and Human Services	
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
College of Humanities and Social Sciences	
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
College of Science and Mathematics	
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
Southern Polytechnic College of Engineering and Engineering Technology	
Civil and Construction Engineering	M. A. Karim
Computer and Electrical Engineering	Sumit Chakravarty
Engineering Technology	Jeff Wagner
Mechanical Engineering	Sathish Gurupatham
Mechatronics Engineering	Ying Wang
Systems and Industrial Engineering	Lin Li
Horace W. Sturgis Library	
Department of Library Resources	Christin Collins
Department of Public Services	Judy Reardon
Honors College	Nicholas Ellwanger
president Part-time Faculty Council	Yvonne Wichman

Michael Van Dyke, proxy for Glen Meades, Chemistry

Craig Basco serving as a proxy for Sandee Chamberlain, School of Art and Design

Guests

Catherine Lewis
Sheb True
Sumanth Yenduri
Anissa Vega
Nwakaego Nkumeh Walker
Lisa Duke
Lynn Lamanac
Robin Cheramie
Carmen Skaggs
Karen Kornweibel
Kathy Schwaig

Lori Lowder
Karin Scarpinato
Ivan Pulinkala
Karen McDonnell
Pam Cole
Glen Meades
Tricia Chastain
Lesley Netter-Snowden
Michelle Lee
Harrison Long
Adrian Epps
Aaron Howell
Kristina DuRocher
Ruth Goldfine
Vishnu Suppiramaniam
Lucy
Sonia Toson
Hazem Rashed-Ali

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

Welcome

Todd Harper in lieu of Susan Kirkpatrick Smith (5 minutes)

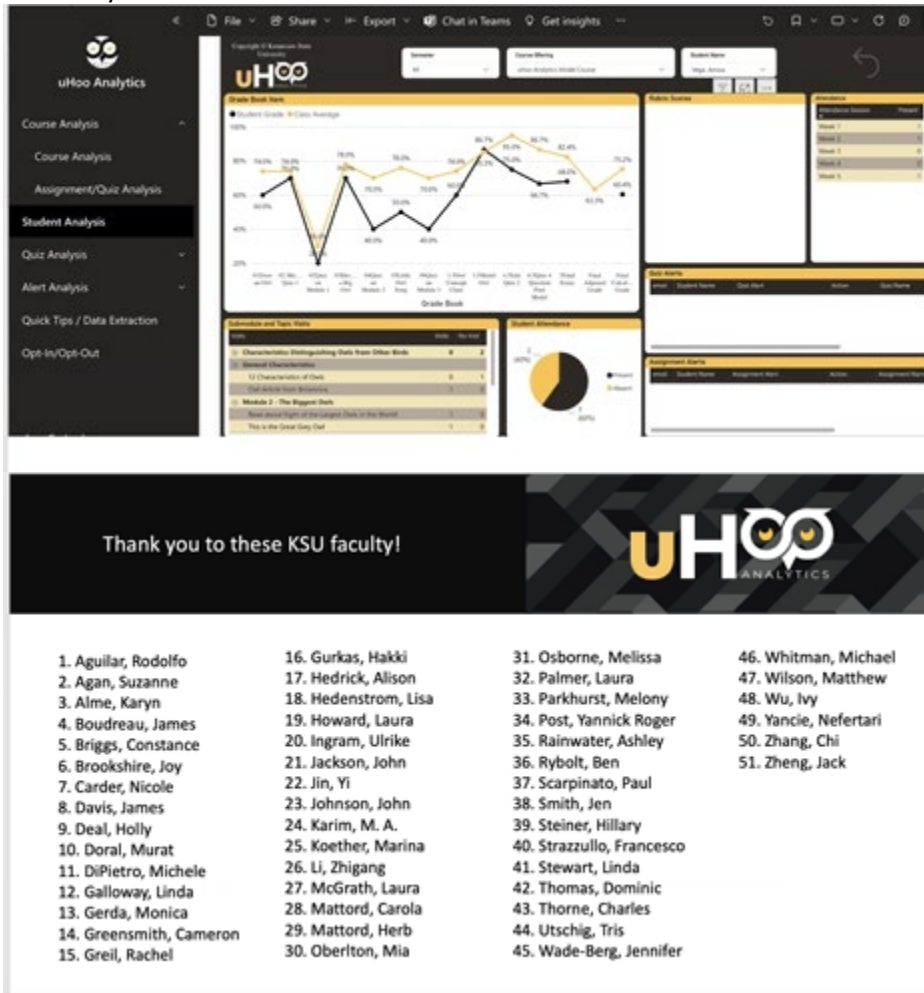
Old Business

1. Approval of November minutes: Approved.

New Business

1. Learning Analytics – Anissa Vega (10 minutes)

D2L analytics



Sumit: Tutorial on this?

Anisa: OwnTrain will have training additional training through DLI.

Enrollment Link: <https://cia.kennesaw.edu/uhoo/index.php>

2. Report from committee to investigate ARD/FPA timing and processes – Bill Griffiths (5 minutes)

Nothing is changing for the coming year. Maybe future changes may come. The committee will probably do it in hiatus. For the foreseeable future, no change is expected.

Randy: my department is not supporting any change.

Todd: Savannah State is doing it.

Bill: They are the only university doing this, but they are on a different scale than us. We will not be able to copy them and make it work.

It is on my radar to make FPA changes happen in the future, but it is not on my radar now.

Heather: For PIP, it would have a full calendar year, but with PRP, it would not.

Bill: I will discuss it with Carmen and keep it on the radar.

Minhao: What about the number of levels of PTR?

Bill: The group was working on annual reviews and not PTR. Will follow up on it.
3. Questions about Out of State policy – Nwakaego Nkumeh Walker and Ivan Pulinkala (15 minutes)
 - a. The FSEC asked for clarification on the Out-of-State Policy. We had a long discussion at the FSEC meeting, which we have summarized in a Q&A document (attached).

- b. We ask that you read the document and come prepared with any questions/clarifications you have for Legal or Academic Affairs.
- c. If you would be interested in serving on a committee to further clarify or modify this policy within the boundaries of what is legally allowable, be prepared to volunteer at the meeting.

Nwakaego: Not to publish the list of states as it might change.

Amy: What is the legality of changing the terms of the contract professors? The policy was implemented after the contract was signed.

Nwakaego: I presented a draft to FS. I do not know who provided feedback, but feedback was received to make it to the final draft. The definition of state employees has been changed.

Amy: Was the final draft approved?

Nwakaego: The information was presented as an information item to FS.

Heather: Several Part-Time Faculty have already been denied

Amy: Several Part-Time Faculty have already been denied

Glen Meades: How does this policy apply, if at all, to those who regularly teach study abroad programs?

Albert Jimenez: Is this not primarily related to residency?

Bill: It's not, Albert. It has to do with where you are working. You can live in Tennessee, but if you come here every day to work, then this policy does not apply to you.

Karen McDonnell: This policy does not cover out-of-the-country employment, states within the US, outside of GA

Steve Collins: When there are gray areas in USG policy that give KSU the latitude to act humanely towards its employees, it should embrace that latitude. The university should not be using that latitude in the harshest and most heartlessly bureaucratic way.

Karen McDonnell: As for the out-of-the-country work, KSU is not set up for international payroll/taxes, so we don't have a policy for out-of-country work. We are working on a documented process for Fulbright and other tenure enhancement programs. Study abroad programs are ok.

Minhao: what is the process? What will happen to faculty members currently out of state?

Nwakaego: Submit the form to the Chair, which goes to dean and then the administration. The faculty have been notified.

Heather: Are employees notified about the rationale for the denial? Can the supervisor approve it, and if there is no legal issue?

Karen McDonnell: I let the staff and the GRA.

Pam: The hiring manager is communicated, and a letter is provided with the rationale. There has to be an accountability piece, just stating that the person is a great teacher.

Heather: If the criteria of approval are clearly explained, why can they not be the ultimate decision maker? I thought the policy was based on legal compliance.

Nwakaego: We will take that into consideration.

Todd: Meeting extended by 10 mins (Approved)

Sandee: How does it work for working for a few weeks in California?

Nwakaego: This may not apply to you as you work out of state. You are not working out of state throughout the year.

Pam: We can mix this up with FMLA. They are not using FMLA and are writing justifications regarding the FMLA.

Amy: FLMA will not allow work?

Nwakaego: it depends on the situation.

Amy: The policy is affecting my department. It is much more cumbersome to have a consistent policy across the university. The university may not make a suitable decision. Also, this affects the faculty morale.

Todd: Meeting extended by 5 mins

Randy: we are not in contact for summer.

Nwakaego: You are still an employee for the summer, and you are also using benefits.

Pam: Part-timers do not receive contracts.

Todd: FSEC recommends a committee and will put in a proposal for such a committee in future months; please let me know if you would like to participate.

Todd: This will not affect study abroad.

4. Senate Best Practices Committee report – Todd Harper (35 minutes)
5. I will send out a PowerPoint. We will have the full report in January. Standing /ad hoc. Course release/ staff support, policy process, making the process more clear to faculty. Drafting policy should be as early as March
6. Provost's Update (5 minutes): Out-of-state working policy: fundamental misunderstanding: exceptional circumstance for people to work out of state, based on the interest of the

institution. This policy governs employment protocols and does not fall under shared governance. Chair/ Deans make recommendations; they do not have the authority to make hiring decisions. Please recognize the goal is to have a policy supported by USG.

USG has rebranded the core curriculum: 7 disciplinary constituents. Rebranding and transition are working. The department and college submitted the guidelines; some were approved, and others were sent back. Several colleges have approved it, and others are in process.

7. President's Update (5 minutes) Graduation: six graduations next week. Chili and cheer: recognition of service to honor faculty. 27 individuals significantly contributed to the research. Cobb Chamber business incubator: hatch bridge. About 8 companies are in the cohort (4 months): 3 million dollars. Students, faculty, and staff. Happy Holidays!

Consent Agenda

1. Please attend graduation and ask your fellow faculty members to attend. Graduation days and times can be found [here](#).

2. Please share the following with your departments about the recent administrative reviews.

As you all know, there was an error at the beginning of the process of soliciting feedback for administrative reviews. The process was corrected, and the response rate does not seem to have been negatively affected. In fact, the response rate was higher this year than last year. This was a new process from our 3rd party vendor. We included many more people in the review process, both as reviewers and as reviewees.

The table shows the response rates from this year compared to last year. The first column shows response rates for all administrators (including chairs), and the second column shows the response rate for just chairs.

	% For All	% For Chairs Only
2022	44.87%	66.30%
2023	47.58%	67.60%

Hisham Haddad (hhaddad@kennesaw.edu) is the Administrative Faculty PTR Coordinator, so if you have questions, you can contact him.

Todd: Motion to adjourn

Adjourned 1:44 PM.