**Faculty Senate Minutes (April 12, 2021)**

Senators: Doug Moodie, Noah McLaughlin, David G. Buckman, Giovanni Loreto, Daniel Rogers

Lei Li, Abhra Roy, Jim Wright, Chris Sharpe, Austin Brown, Jennifer Dickey, Michael Van Dyke, Steve Collins, M. Todd Harper, Dr. Joanne Lee, Cristen Dutcher, Laurie Tis, Hassan Pournaghshband, Peter St Pierre, Ann Mills, Dr. Diana Gregory, Mary Beth Maguire, Nicholas Ellwanger, James Gambrell, Paul McDaniel, Darina Lepadatu, William Griffiths, Ying Wang, Irene Searles McClatchey, Randy Stuart, Walter Thain, Jeff Yunek, Ken Hoganson, Jim Davis, Sara Giordano, Estella Chen Quin, Daniel Ferreira, Sathish Kumar Gurupatham, Mohammad Jonaidi, Heather Pincock, Sanjuana Rodriquez, Andrea Knowlton, Jeff Wagner, Jillian Ford, Snehal Shirke, Mohammad Jonaidi, Humayun Zafar

Guests: Jeff Delaney, Aaron D Howell, Michelle Head, Anissa Vega, Paul Parker, Margot Lisa Hedenstrom

Melissa Driver, Adrian Epps, Kevin Gwaltney, Monica Swahn, Andrew Phillip Payne, Undra Baldwin, Amy Buddie, Ivan Pulinkala, Thierry Leger, Leigh Funk, Sylvia Carey-Butler, Eric Arneson, Sheb True, Rita Bailey, Ugena Whitlock, Ron Matson, Nwakaego Nkumeh,

Opening Remarks

1. President Humayun Zafir called the meeting to order at 12:30

Old Business

1. Policy Revisions (hpps://policy.kennesaw.edu)
   1. Advertising Policy – Alex McGee, Alice Wheelwright, and Kevin Gwaltney
      1. Alice Wheelwright and Kevin Gwaltney explained that they had sent the policy to legal to inquire whether the policy applied to internal groups and communications. The response was that the policy applied only to outside groups.
      2. Senator Jeff Yunek, motioned; motion was seconded.
      3. Unanimously approved.
2. DLAC Membership – Doug Moodie, Margot Hendenstrom, and Melissa Driver
   1. Senator Doug Moodie, Levin School of Hospitality and Management, stated that the new membership would consist of an elected member from each college and an additional member appointed by the dean of each college.
   2. Senator Moodie motioned; motion seconded.
   3. Overwhelming approved on a voice vote (one dissenting vote)

New Business

1. Approval of March 22, 2021 meeting minutes.
   1. Senator Jeff Yunek, School of Music, approved. Motion seconded.
   2. Minutes Approved
2. ARD Changes – Ron Matson
   1. AVP Matson noted that a committee had been formed of Deans, Chairs, and Faculty representatives (faculty representatives, Doug Moodie and Randy Stuart, had volunteered in a Faculty Senate Meeting). The group examined the diverse ARD practices among chairs. The result was a standardization of the ARD from a three to five-tiered system (some chairs and faculty had asked for more tiers to evaluate faculty) and the recommendation of chairs writing letters at the end of the ARD process. Finally, faculty will receive one evaluation at the end rather than separate evaluations for each of the categories.
      1. Senator Jeff Yunek, School of Music, motioned; motion was seconded.
      2. Senator Lei Li, Information Technology, asked what might happen to departmental guidelines that relied on a three-tiered system. Answer: Departments would need to revise these guidelines, though that revision was likely to be small.
      3. Senator Estella Chen, Molecular and Cellular Biology asked about weighting, noting that if you exceeded expectations for 90% of your work, but received a poor rating for 10%, then the overall rating would be substantially lowered. Senator Steve Collins, School of Government and International Relations, expressed confusing over whether the language in the amendment actually does weigh workload. Answer: The revisions will no longer simply absolve someone from ignoring or doing poorly in one area.
      4. Senator Bill Griffiths, Mathematics, asked whether the Senate was actually receiving this as an informational item or whether this required a vote. Senator Jeff Yunek, School of Music and Parliamentarian, noted that the motion on the floor is to place this policy in the handbook.
      5. Senator Bill Griffiths, Mathematics, suggested the language hindered faculty from pursuing aspirational goals in their FPA, instead choosing to play it safe for their ARD. Answer: this is not the intention. In fact, the hope was that faculty would be able to state aspirational goals.
      6. Senator Collins motioned to make this a first reading. Motion seconded.
      7. First reading motion passed 31-2.
      8. Senator Heather Pincock, Conflict Management, has heard universal criticism of the amendment from her colleagues, especially the five categories. She urged senators to oppose the proposal.
      9. Someone asked why the committee did not tackle the BOR (and faculty handbook) terms “Noteworthy” and “Satisfactory,” which has often caused the greatest confusion within the Promotion and Tenure process. Answer: Noteworthy and satisfactory are BOR terms, which the BOR itself does not define. Moreover, the current policy proposal is for annual reviews rather than multi-year reviews.
      10. Senator Joanne Lee, Part-time Faculty, asked whether this policy included part-time faculty. Answer: the policy does not since their evaluation is outside the annual review process being discussed.
      11. Senator Jillian Ford, Secondary and Middle School Education, reiterated concerns raised by Senator Pincock, stating that several of her constituency were concerned the increased use of quantitative data, how these evaluations might affect merit pay, the vague nature of the categories, and no evidence of benchmarking. She wondered whether the faculty might not be given more time to discuss this.
      12. Senator James Gambrell, Inclusive Education, expressed concern that this would go into effect for reviews completed at the beginning of 2020. (This would mean a change of policy halfway through the 2021 year.) Moreover, he noted that the increased number of categories decreases the rate of inter-reliability. Finally, he noted that this follows a constant chaos of change regarding guidelines, a chaos that is increasingly sowing doubt in the system since it is revised so often.
      13. Senator Sara Giordano, ISD, asked why we needed this. Moreover, if the Senate rejects this, will it still be made into policy by the president.
      14. AVP Matson responded that the committee is seeking to make this collaborative and that it is taking seriously the input it receives today.
3. Paul Parker’s Corner
   1. State Legislative Requirements Proposal. This proposal would make clear to students the state legislative requirements so that they would clearly understand.
      1. Senator Doug Moodie, Leven School of Hospitality and Management, motioned. Motion was seconded.
      2. Senator Steve Collins, School of Government and International Relations, motioned that this should be a first reading, allowing faculty to take it back to their departments to vet carefully for unintended consequences. (Senator Collins, noted, for instance, the rule for exceptions, which could be problematic if not considered carefully.) Motion seconded.
      3. Motioned carried 26-5.
   2. Minor requirements proposal. This proposal would make it clarify for students when they should and shouldn’t (last semester before graduation or after graduation) declare a minor. This proposal assists advisors to help alert students.
      1. Senator Doug Moodie, Leven School of Hospitality and Management, motioned. Motioned seconded.
      2. Senator Bill Griffiths, Mathematics, stated that he strongly opposes motion. While he understands how some students who apply for a minor at the last minute and then realize that they have to take additional classes might be disappointed, but that this alone should not disqualify students who fulfill minor requirements, but wait until the last minute to apply.
      3. Senator Randy Stuart, Marketing and Professional Sales, noted that they have to petition to graduate, which involves following policies.
      4. Senator Ken Hoganson, Computer Science and Information Systems, asked whether there are students who petition to finish a minor, but end up doing so after graduation. Answer: students must pursue minors within the time of their degree. They cannot complete a minor after graduation. Minors must be within time frame of the Bachelors.
      5. Senator Griffiths asked what is wrong with students declaring a minor at the last minute. Answer: Advisors will work with students declaring minors at the last minute, which is not really a problem. However, a number of students do not go to advisors and only read from the catalog. This would help make the policy clear for those students.
      6. Senator Pincock, Conflict Management, noted that the text seems to say one thing, while the practice seems to be different.
      7. Motion failed on a 12-25 vote.
   3. Academic Standing Committee Policy
      1. Paul Parker had gone into existing policies and made revisions, such as cleaning up titles.
      2. Senator Bill Griffiths, Mathematics, motioned to approve.
      3. Senator Laurie Tis, Sports Medicine and Exercise Science, asked whether the terms should be staggered 3 years rather than 2.
      4. Motion unanimously approved.
4. UPCC Proposed Handbook Change – Michelle Head.
   1. Michelle Head noted that this was to update language that would align UPCC with similar language that applied to the GPCC.
   2. Senator Doug Moodie, Leven School of Hospitality and Management, motioned to approve; motion seconded.
   3. Motion unanimously approved.
5. Motion on Optional 3rd Year Review – William Griffiths.
   1. Senator William Griffiths, Mathematics, noted that the Faculty Handbook allows departments and colleges to have a 3rd year review for non-tenure track faculty. Several mathematics lecturers would like to have a third-year review; however, they do not want to have to force everyone to undergo the review (a requirement within the existing language). This motion would place the option within the hands of the faculty member who could decide within a department whether that person wanted a 3rd year review.
   2. Senator Jeff Yunek, School of Music, motioned; motion seconded.
   3. Senators Randy Stuart, Marketing and Professional Sales, and Heather Pincock, Conflict Management, asked whether this issue had not arisen in other departments and whether it had been resolved then. Senator Stuart wondered if this would not confuse equity in the disciplines, if some lecturers chose to undergo third year review while others didn’t. Senator Pincock noted that the motion, which eliminates the requirement of uniformity, makes sense.
   4. AVP Matson noted that this issue had come up and had been resolved in some departments; however, he also noted that this is a different time. Whatever the Senate approves is fine; however, any policy that passed would simply need to be vetted by legal and others.
   5. Senator Joanne Lee, Part-time Faculty, asked whether this applied to part-time faculty. The answer was “no” since part-time faculty do not undergo multi-year reviews.
   6. Motion approved electronically.
6. Make a Standing Committee the Faculty Advisor Standing Committee for the Annual Year of Country Study – Todd Harper
   1. Senator Doug Moodie motioned; motion seconded.
   2. Motion unanimously approved on a voice vote.

**Updates from the Provost and President**

1. Provosts Report – Dr. Kathy Schwaig
   1. Dr. Schwaig noted that the Post-pandemic Presidental Taskforce has taken up the issue of what to do about make-up classes when classes are canceled due to inclement weather. Stephen Bartlett will chair this sub committee.
   2. Compression/Inversion: The University was able to allocate dollars ($400,000.00) to help with compression and inversion of full professors who had received positive reviews for the past three years. Academic Affairs requested information from the Deans, including amounts that they would need as well as formulas for resolving compression issues within their colleges. Letters then went out to faculty who would receive a salary bump on April 9. The Provost stressed that Academic Affairs realizes that this does not resolve the issue of inversion/conversion. That will be a multi-year process. However, like the increase for promotion, this is a good start.
   3. She noted that there are several deans’ searches that are occurring. She highlighted the BCOE Dean’s search, which would be bringing candidates on campus soon, as well as the RCHSS Dean’s search, which would get underway within the next few weeks.
2. President’s Report – Dr. Pamela Whitten
   1. Dr. Whitten thanked faculty for helping students get through the remainder of the spring semester. She noted that current COVID practices would remain in place for the remainder of the semester. She encouraged faculty to continue masking up.
   2. She thanked the Wellstar College of Health and Human Services for their exceptional roll out of vaccination. Vaccination sites were staffed by Wellstar faculty and students who worked hard to deliver over 8100 shots. She also noted that several students both participated in providing vaccines as well as receiving shots.
   3. Dr. Whitten noted that the University had hosted a large promotional campaign (over 1600 people) with a panel of healthcare experts who answered questions about the virus and the vaccine.
   4. She reminded faculty that the University is continuing to test for COVID 19.
   5. She also noted the pivot of the Presidental Taskforce on Reopening the University to the Post-Pandemic Presidental Taskforce. She is meeting with leaders of the subgroups. The President and the taskforce continue to work and receive guidance with the CDC.
   6. Finally, as we hopefully begin to pull out of the pandemic, the university will begin to host significant get-togethers for faculty, staff, and students as it is safe to do so. These get-togethers will be away for the university to say thank-you to its various constituencies as well as to help usher in a more normal fall.
3. Motion to Adjourn at 2:00.