

Faculty Senate Executive Committee Meeting: February 14th, 2021 (12:30- 1:30 PM)

Faculty Senate Meeting: February 21st, 2021 (12:30 PM – 1:45 PM)

**Agenda**

# Opening Remarks

Welcome – Darina Lepadatu

**Online Faculty Senate Meeting Expectations**

1. Please complete the attendance survey (link in the chat window) if you are a senator or a guest.
2. 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.
3. 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.
4. Please get familiar with Robert’s Rules of Order: <https://assembly.cornell.edu/sites/default/files/roberts_rules_simplified.pdf>

**Old Business:**

1. Motion on Make-up Work for Student Athletes (Daniel Niederjohn; tabled for the March mtg)

**New Business**

1. Approval of Faculty Senate January 22 Minutes. (James Gambrell 12:30)
2. Presidential Search Update (Darina Lepadatu 12:35- 12:40)
3. New PTR Review Policy from USG (Todd Harper 12:40-12:45)
4. Resolution Defending Academic Freedom to Teach about Race, Gender, Justice and Critical Race Theory (Heather Pincock 12:45-1:00)
5. Motion on Optional Reviews for Non-Tenure Track Faculty (William Griffith 1:00-1:15)
6. Motion on Non-Tenure Track Faculty Conducting Research (Darina Lepadatu 1:15-1:30)
7. Provost’s Taskforce on Course Evaluations- please send nominations by 2/25 (1:30-1:35)
8. Informational Item: Notes from USG Faculty Council February meeting with Interim Vice-Chancellor Rayfield (Doug Moodie)
9. Update from Interim President Kat Schwaig (1:35-1:40)

# Update from Interim Provost Ivan Pulinkala (1:40-1:45)

**Supplementing Documents:**

**5. Resolution: Defending Academic Freedom to Teach About Race, Gender, Justice and Critical Race Theory**

[Template courtesy of the African American Policy Forum Truth Be Told Campaign: <https://www.aapf.org/truthbetold-call-to-action> ]

RATIONALE: Current bills in the GA Legislature primarily SB377 which currently includes University System of GA, as well as several targeting K-12, HB 888, 1084, SB 375

**WHEREAS** state legislative proposals are being introduced across the United States that target academic discussions of racism and related issues in American history in schools, colleges and universities.

**WHEREAS** the Faculty Handbook (Section 2.1) affirms the importance of academic freedom to the proper functioning of universities, citing the American Association of University Professors’ [1940 statement of Principles on Academic Freedom and Tenure](https://www.aaup.org/report/1940-statement-principles-academic-freedom-and-tenure).

**WHEREAS** faculty have responsibility for the curriculum at their universities, as stated in Section 3 of the KSU University Handbook.

**WHEREAS** the term “divisive” is indeterminate, subjective, and chills the capacity of educators to explore a wide variety of topics based on subjective criteria that are inapposite from the goals of education and the development of essential critical thinking skills;

**WHEREAS** educating about systemic barriers to realizing a multiracial democracy based on race or gender should be understood as central to the active and engaged pursuit of knowledge in the 21st century to produce engaged and informed citizens;

**WHEREAS** educating about systemic barriers to realizing a multiracial democracy based on race or gender are necessary for maintaining degree program accreditation in fields such as education;

**WHEREAS** over seventy organizations, including the American Association of University Professors (AAUP) and the Association of American Colleges and Universities (AACU), issued the [Joint Statement on Legislative Efforts to Restrict Education about Racism and American History](https://www.aaup.org/news/joint-statement-efforts-restrict-education-about-racism#.YT6FBJ5Kgqw) (June 16, 2021) stating their “firm opposition to a spate of legislative proposals being introduced across the country that target academic lessons, presentations, and discussions of racism and related issues in American history in schools, colleges and universities . . . In higher education, under principles of academic freedom that have been widely endorsed, professors are entitled to freedom in the classroom in discussing their subject. Educators, not politicians, should make decisions about teaching and learning.”

**WHEREAS** the Kennesaw State University’s mission is “help students succeed through exploration, collaboration, and rigor, uniting a diverse spectrum of backgrounds and talents.”

**WHEREAS** the KSU Presidential Commission on Racial and Ethnic Diversity’s purpose is to “to shape appropriate plans, mechanisms, forums, and/or events for a continuing dialogue on issues of race and ethnicity on the KSU campus” and the KSU Presidential Task Force on Race affirms that “college campuses must address the issues of racial inequality” and that “KSU fully supports and values an inclusive, welcoming, and affirming community complete with visible and meaningful representations of diversity”.

**WHEREAS** ​in a nation that has for centuries struggled with issues of racial inequity and injustice, many students do not have adequate knowledge of BIPOC and LGBTQI history and the policies that contributed to inequities, Kennesaw State University has a responsibility and opportunity to help build equity and social justice.

RESOLUTION:

**THEREFORE BE IT RESOLVED** that Senate resolutely rejects any attempts by bodies external to the faculty to restrict or dictate university curriculum on any matter, including matters related to racial and social justice, and will stand firm against encroachment on faculty authority by the legislature or the Boards of Regents.

**BE IT FURTHER RESOLVED** that the Senate stands with our K-12 colleagues throughout the country who may be affected by this pernicious legislation when they seek to teach the truth in U.S. history and civics education.

**BE IT FURTHER RESOLVED** that Senate calls upon Interim President Schwaig and Interim Provost Pulinkala to affirm that they reject any attempts by bodies external to the faculty to restrict or dictate university curriculum on any matter, including matters related to racial and social justice, and will stand firm against encroachment on faculty authority by the legislature or the Board of Regents.

**BE IT FURTHER RESOLVED** that Senate affirms the [Joint Statement on Efforts to Restrict Education about Racism](https://www.aaup.org/news/joint-statement-efforts-restrict-education-about-racism#.YPnfOFNKg6g), authored by the AAUP, PEN America, the American Historical Association, and the Association of American Colleges & Universities, endorsed by over seventy organizations, and issued on June 16, 2021.

Background:

* [Scholarly Groups Condemn Laws Limiting Teaching on Race](https://www.nytimes.com/2021/06/16/arts/critical-race-theory-scholars.html)

(New York Times, June 16, 2021)

* [Texas 'critical race theory' bill limiting teaching of current events signed into law](https://abc13.com/texas-critical-race-theory-bill-gov-greg-abbott-signs-limiting-teaching-of-current-events-what-is-in-schools-hb3979/10795073/)

(ABC13, June 16, 2021)

* [Republicans Want Federal Funding Cuts to Schools Using ‘1619 Project'—But There’s a Twist](https://www.edweek.org/teaching-learning/republicans-want-federal-funding-cuts-to-schools-using-1619-project-but-theres-a-twist/2021/06)

(Education Week, June 15, 2021)

* [Critical race theory battle invades school boards — with help from conservative groups](https://www.nbcnews.com/news/us-news/critical-race-theory-invades-school-boards-help-conservative-groups-n1270794)

(NBC News, June 15, 2021)

* [Teachers across the country protest laws restricting lessons on racism](https://www.washingtonpost.com/education/2021/06/12/teachers-protest-laws-restricting-antiracism-lessons-in-school/)

(Washington Post, June 12, 2021)

* [‘Children deserve to be taught’: Teachers in 22 cities are planning protests over laws restricting racism lessons in schools](https://www.usatoday.com/in-depth/news/education/2021/06/11/critical-race-theory-bills-nationwide-teacher-protests/7620025002/)

(USA Today, June 11, 2021)

* ['Critical Race Theory Is Simply the Latest Bogeyman.' Inside the Fight Over What Kids Learn About America's History](https://time.com/6075193/critical-race-theory-debate/) (TIME Magazine, June 24, 2021)
* [Uncovering Who Is Driving The Fight Against Critical Race Theory In Schools (LISTEN)](https://www.npr.org/2021/06/24/1009839021/uncovering-who-is-driving-the-fight-against-critical-race-theory-in-schools?t=1624802316489) (Fresh Air, June 24, 2021)
* [How the media's helping GOP fuel critical race theory hysteria](https://pressrun.media/p/how-the-medias-fueling-critical-race?token=eyJ1c2VyX2lkIjozNDU1Mzc1LCJwb3N0X2lkIjozNzg5NDIzMCwiXyI6InlLNEJKIiwiaWF0IjoxNjI0NDcxMjg1LCJleHAiOjE2MjQ0NzQ4ODUsImlzcyI6InB1Yi0zMzE4Iiwic3ViIjoicG9zdC1yZWFjdGlvbiJ9.iAknGZXxYvnE__ja0IP25S9Y_fo2A5_krcW02Pv4PHU)

(Press Run, June 23, 2021)

* [Critical race theory has been around for decades — why’s it a powder keg now? (LISTEN)](https://www.marketplace.org/shows/make-me-smart-with-kai-and-molly/critical-race-theory-explained/)

(Marketplace, June 22, 2021)

* [VIDEO: Creator of term ‘Critical Race Theory’ Kimberlé Crenshaw explains what it really is](https://www.msnbc.com/the-reidout/watch/critical-race-theory-explained-as-not-marxist-or-racist-by-its-leading-scholar-kimberle-crenshaw-115226693996)

(MSNBC/The Reid Out, June 21, 2021)

* [VIDEO: The truth about ‘critical race theory’: co-founder breaks down GOP gaslight](https://www.msnbc.com/the-week/watch/the-truth-about-critical-race-theory-co-founder-breaks-down-gop-gaslighting-115157061613)

(MSNBC/The Medhi Hasan Show, June 20, 2021)

* [Fox’s anti-“critical race theory” parents are also GOP activists](https://www.mediamatters.org/fox-news/foxs-anti-critical-race-theory-parents-are-also-gop-activists)

(Media Matters, June 17, 2021)

* [Critical Race Theory: What It Means for America and Why It Has Sparked Debate](https://www.wsj.com/articles/critical-race-theory-what-it-means-for-america-and-why-it-has-sparked-debate-11623956268)

(Wall Street Journal, June 17, 2021)

* [Why are states lining up to ban critical race theory?](https://www.universityworldnews.com/post.php?story=20210612085115831)

(University World News, June 12, 2021)

* [The New York Times’ Culture-War Definition of Free Speech](https://newrepublic.com/article/162674/new-york-times-aclu-free-speech-culture-war)

(Melissa Gira Grant, The New Republic, June 8, 2021)

* [Guest Blog: Where Does the Bizarre Hysteria About ‘Critical Race Theory’ Come From? Follow the Money!](https://www.insidehighered.com/blogs/just-visiting/guest-blog-where-does-bizarre-hysteria-about-%E2%80%98critical-race-theory%E2%80%99-come-follow)

(Inside Higher Ed, June 3, 2021)

* [Opinion: Why Conservatives Really Fear Critical Race Theory](https://www.washingtonpost.com/opinions/2021/05/26/why-conservatives-really-fear-critical-race-theory/)

(Christine Emba, The Washington Post, May 26, 2021)​

* [(VIDEO) What critical race theory is really about](https://www.cnn.com/videos/politics/2021/05/18/critical-race-theory-explained-carroll-dnt-vpx.cnn)

(CNN/Don Lemon Tonight, May 17, 2021)​

**6. On Optional Reviews For Non-Tenure Track Faculty (William Griffith)**

Faculty handbook, section 3.10, subsection B, paragraph 2, on Faculty Performance Expectations for Lecturers and Senior Lecturers, begins with the following language:

Departments and colleges with non-tenure track lecturer faculty must incorporate into their guidelines the criteria for the promotion review for these faculty members. Departments and colleges may also establish an optional third-year review for non-tenure track faculty to provide feedback for an optional promotion review.

It has been the practice of at least part of the administration to interpret that the third-year review is optional for the entire department; that is, a department or college may establish an optional third-year review for all lecturers or no lecturers. With clinical faculty numbers rising, this adds further impetus to allow for optional third-year reviews for all non-tenure track faculty.

**Motion:**

**The Faculty Senate recommends that all non-tenure track faculty be allowed the opportunity to complete an optional third-year review to provide feedback for their optional promotional reviews.**

History: We have already passed such a motion, with suggested language for the catalogue. Our recommendation was sent through legal, who responded with the following suggested language. It has since been requested for our shared governance bodies to review this language. Instead of this, I have deliberately crafted the motion without language so the intent of the body is not lost in said language.

What follows is the language suggested by legal for section 3.10 of the faculty handbook. It has been noted that similar language changes may be necessary in sections 3.6-3.10, but I will leave that for the handbook committee.

Departments and colleges with non-tenure track lecturer faculty must incorporate into their guidelines the criteria for the promotion review for these faculty members. Departments and colleges may also establish an optional third-year review for non-tenure track faculty to provide feedback for an optional promotion review. The third-year review is a developmental review for lecturers and other non-tenure track faculty.  The purpose of this review is to provide feedback from colleagues as to their preparedness for submitting a promotion portfolio.   Third-year reviews are not required by BoR policy and therefore are optional.  Non-tenure track faculty must make their own decision to submit a portfolio and assume all consequences for their decision.  As the third-year reviews is not a required action, timing of these reviews is not monitored by Academic Affairs and non-tenure track faculty will not receive any notification from Faculty Affairs as to when a third-year review should be submitted.  Therefore, it is the sole responsibility of the faculty member to request a third-year review and for their chair to ensure that the faculty affairs team is notified of the request.  Third-year reviews must follow the same timeline and procedures as the Pre-tenure review.

**7. Motion on Non-Tenure Track Faculty Conducting Research (Darina Lepadatu)**

**Whereas,** the overall mission of KSU is to be “student-centered” and “research driven”,

**Whereas,** the principles of academic freedom should allow scientific exploration and innovation to be embedded in the teaching, advising and mentoring at KSU, we resolve that non-tenure track faculty should be eligible to pursue research and creative activities. These RCA activities may be counted as: professional service to the discipline, RCA load, overload, summer work load or other workload arrangements.

In addition, we propose the following edits to the KSU Faculty Handbook, section 3.10:

Faculty Handbook section 3.10 General Expectations for Non-Tenure Track Lecturers and Senior Lecturers

“In most cases, a lecturer’s or senior lecturer’s primary responsibility is teaching and therefore, is expected to be a highly effective teacher. In most cases, those responsibilities will primarily be devoted to teaching multiple sections of the same undergraduate courses. The heavy teaching load of such individuals constitutes a full workload and offsets the absence of a full range of regular faculty responsibilities that normally rounds out the typical full undergraduate faculty workload at KSU. In rare cases, the responsibilities assigned to a lecturer or senior lecturer may be individualized and differ from the typical lecturer or senior lecturer workload described above. In such cases, the responsibilities must be specified in the FPA.

Unless otherwise set forth in the Faculty Performance Agreement (FPA), there are no expectations for scholarship, **but scholarship may be pursued optionally**. **However, in order for RCA to count towards a lecturer or senior lecturer’s review, it must be negotiated with the chair and dean in the faculty member’s FPA and workload.** Service responsibilities may be limited to the minimum necessary to successfully teach their assigned courses (e.g., attendance at relevant department meetings and participation on appropriate department committees).

#### A. Promotion for the Non-Tenure Track Lecturer

The criteria for promotion to senior lecturer are evidence of highly effective teaching ability inside and/or outside of the classroom environment and value to the University in the area of teaching and student learning (**as well as** **research and creative activity**, highly effective professional service and/or administration and leadership for lecturers/senior lecturers **if they have these responsibilities).”**

**9.Informational Item: Notes from USG Faculty Council February meeting with Interim Vice-Chancellor Rayfield (Doug Moodie)**

1. Final PTR policy went out last night
   1. Implementation is now for 23 calendar year (Jan 24 AR)
   2. 2 meetings a term for PIP not once a quarter
   3. New language for administrators to fit in with their expectations (360 every 5 years)
   4. New language on yearly PIP assessments, to take account of scholarship taking more than one year to publish, etc.
   5. New language on 5-point Likert scale.
2. New policy passed by BoR on allowing full or partial Leave of Absence for entrepreneurial activities. Details like healthcare provision to be sorted out at institution level.
3. BoR looking at how to deal with the acute nursing shortage.
4. 4 bills on CRT. USG meeting with legislators over freedom of speech, etc. issues.
5. Budget slower than forecast but $5000 still likely.
6. USG Covid guidance on in-person, online ratios withdrawn. Decisions left to institutions to decide on.