**Draft Faculty Senate Meeting Minutes, September 9th, 2019.**

***Attendance***: Jonathan Brown, Richard Mosholder, Ginny Boss, Barbara Wood, Robbie Lieberman, Christine Zelt, Pamela Whitten, Kat Schwaig, Ron Matson, Diana Gregory, Andrea Knowlton, Jeff Yunek, Jim Davis, Tim Frank, Ken Hoganson, Hassan Pournaghshband, Cristen Dutcher, Abhra Roy, Humayun Zafar, Doug Moodie, Randy Stuart, Albert Jimenez, Marielle Myers, James Gambrell, Anissa Vega, Jillian Ford, Laurie Tis, Peter St. Pierre, Rene McClatchey, Mary Beth Maguire, Justin Pettigrew, Tim Heeden, Todd Harper, Noah McLaughlin, Paul McDaniel, Jennifer Dickey, Rebecca Hill, Steve Collins, Daniel Rogers, Darina Lepadatu, Uttam Kokil, Michael Van Dyke, Bill Griffiths, Jerald Hendrix, Louise Lawson, Matthew Wilson, Scott Tippens, Walter Thain, Jeff Wagner, Ying Wang,

***Visitors:*** Veronica Trammell, Andy Pieper, Mariel Fox, Mark Mitchell, Kevin Gwaltney, Jenn Purcell, Dessie Beagle. Nwakaego Nkumeh, Lesley Netter-Snowden, Michael Perry, David Tatu, Sylvia Carey-Butler.

1. Faculty Senate elected M. Todd Harper, English, as Secretary of the Faculty Senate.
2. Faculty approved minutes from May 2019 Faculty Senate Meeting.
3. Bill Griffith, Mathematics, was elected as the Marietta Campus representative to the Faculty Senate.
4. Faculty Senate President Doug Moodie announced two vacancies on the Adult Learning Community. These need to be filled. (Faculty do not need to be senators to serve on this committee.)
5. Guichun Zong, BCOE, elected to the Campus Services Committee.
   1. Senator Bill Griffith, Mathematics, interjected that many of his colleagues whom he represents refuse to serve on this and other committees while service is devalued on this campus.
6. University President Pamela Whitten welcomed the Senate back to campus and, then, made the following announcements.
   1. Welcomed all the new participants.
   2. She reminded Senators that KSU is designated an R2 University. This means there is formal acknowledgement that research, creative activity, and discovery is part of our mission. For KSU, this formal acknowledgement resides within the greater context of placing students first.
   3. We had a 9% increase in students. This will allow us to hire additional faculty.
   4. We had a 30% of first-year students. These students came in with the same qualifications as previous classes. (There was not a dip in qualifications with the rise in enrollment.)
   5. The University is focused on making KSU affordable to all students. We started a GAP Scholarship to help students struggling financially. (This is a scholarship to help students who might be a little low on cash and cannot afford a last semester of college over the graduation line. Last year, over 400 of those students graduated. We also launched a new financial hardship website that connects students with a case manager to help them through financially difficult times.
   6. We have several building projects, including new the science lab annex, parking, etc.
   7. We received funding to begin an academic learning center.
   8. We are redesigning the front entrance to campus.
   9. We have made serval important administrative hires this year, including new Deans for the College of Engineering and Engineering Technology and for the College of Humanities and Social Sciences. We also hired a new Chief Diversity Officer, and we have hired an Assistant Vice-President of Campus Services.
   10. We hired 30 new advisors.
   11. We hired over 100 new full-time faculty and will be launching another 100 searches this year.
   12. Several faculty won awards and grants. For example, Lance Crimm won the 2019 Georgia Engineer of the Year; Emily Sterling won an NIH grant; Daniel Morris also won funding from NIH; Laurie Fowler won funding from the National Science Foundation.
   13. We graduated our first undergraduates in Cyber Security; graduated first PhDs in Data Science; an Honors Student won a Barry Goldwater award and another studied in Ireland as part of a Fulbright Summer Institute.
   14. Urged the Provost to give continuing attention to process as KSU goes through many of its changes.
   15. Thanked the Senate for its leadership.
7. Provost Kat Schwaig announced the following. A few of these are in response to questions Provost Schwaig has received during the first few weeks:
   1. As the **Global Learning Fee** is being phased out, the committee that oversees the fee, which reports to the Vice-President of Student Affairs, has sought to make recommendations for how to fill the gap. This year, $280,000 of KSU academic money has been pledged to help fill the gap.
   2. The University will be looking carefully at its **Academic Forecast**. We needed to have the Academic Forecast for 2021 to the System Office by the middle of September. The Academic Forecast has two components. The first component anticipates programs that we expect to go through the curricular process and then downtown this year so that programs start next fall. The Deans will be meeting to have that conversation at the end of the week. The second component looks at low-productivity programs (determined by graduation rate) and includes different thresholds for different types of programs. We are having to give account for our low-productivity programs across campus. Our current report came out last October, and a new one will come out this October. When that happens, Deans will begin having conversations with those programs immediately so that this time next year we are ready.
   3. **Post-Tenure Review**: The Provost was notified by some faculty that there is a BOR policy that successful post-tenure review be recognized by some type of award from the institution. A committee has been put together, chaired by Ron Matson, to look at how other institutions do this.
   4. **R2RoadMap**: Last year, colleges were asked to submit their R2RoadMap. Those Roadmaps made their way up through the University. Revisions were made to the current University R2RoadMap and is now making its way back down to the colleges for discussion and review. Three areas of R2RoadMap: Undergraduate, Graduate, Research. At the Undergraduate level, we need to be doing things to support our undergraduate, such as advising, ensuring that undergraduates can get classes. We will also be looking for increased support for our Honors program. At the Graduate Level, we will look at where we can grow graduate programs, as well as which new programs we might begin. We will look at how can we recreate a better support system for these programs, such as recruiting, marketing, advising, so that it does not rely so heavily on faculty shoulders. The third and final component will be rolled out in the next few weeks. This will include research areas that will be identified.
   5. **Searches:** We are hoping to have a new Dean for the College of Architecture and Construction Management soon. We will also begin searches for Deans of Coles College and Science and Mathematics.
   6. **Process:** We want to be sure that we are focused on good process. We need to be very clear about the processes that we use. The Provost believes strongly in having good processes.
   7. The President and the Provost are very interested the conversation that is beginning to develop around compression/inversion, which will be addressed later today. The President and Provost recognize the valuable services our faculty provide and are interested to see where this conversation goes.
8. Faculty Senate President Doug Moodie announced a first reading to proposed changes to the faculty handbook. His objective was to have the handbook represent what is happening now in terms of University Standing Committees. (It does not include future changes.) Today constitutes a first reading, and he will be looking for comments from the Senate.
9. Dean and Assistant Vice-President of Library Services, David Evans, spoke about the ongoing difficulties with the Elsevier system. Last year, Elsevier raised its prices dramatically to the point many universities, including Kennesaw State, could not pay for its services. KSU tried to renegotiate three times but were unsuccessful. However, through other library systems, KSU has been able to fill 100% of faculty requests for research materials through other systems that would have originally gone to Elsevier.

Question: Senator Rebecca Hill, ISD, asked if all these universities were in negotiations together.

Answer: Dean Evans responded that they were.

1. Mark Mitchell, Chair of the Department of Chemistry and BioChemistry, presented the CDA’s proposal for a new FPA process. This grew out of a concern that the chairs had for a disconnect between the ARD and the FPA. The new process would have the FPA state longer term teaching, service, and research goals and would not be changed from year-to-year, while the ARD would do more to reflect the small yearly changes in faculty performance. This would help eliminate some of the paperwork. More importantly, it would help to establish longer-term goals. It would provide context for the annual review, but not reflect yearly fluctuations.
   1. Senator Rebecca Hill, ISD, asked about the process and whether this was actually being presented for first-reading.
   2. Faculty Senate President Doug Moodie responded that this eventually will go through the Senate but has not yet been officially submitted.
2. Director of Undergraduate Research, Amy Buddie, presented several items to the Senate.
   1. She thanked Senator for NCUR. We had 4,708 registrants. 404 institutions submitted. First NCUR to go paperless. (45 states and 7 countries.) There were a record number of abstracts submitted. She is currently putting together final report.
   2. There is new funding for students to travel to conferences. They can now get $1000 through URCA.
   3. CARE, which has been around for a long time, will have more funding for faculty.
   4. There will be some funding for students who want students who want to do NCUR 2020, which will be in Montana. She thinks that the University can help support 40-50 students to go to Bozeman.
   5. Her office is helping to instigate a first-year scholars’ program. They have found that the earlier students are involved in research, the better. Students will submit applications for $1000 in Fall and $1000 in Spring for research. Students must have to have fewer than 30 credits.
   6. Her office is also instigating a faculty mentor award. Deadline is not until the Spring.
   7. The library will continue its undergraduate research award.
   8. She spoke about “Posters on Hill.” 60 students are chosen to present research to Congress. (Georgia has encouraged mini-version.)
   9. She also noted support money through CETL and its funding for engagement. Faculty can receive up to $1500.00. It is an engagement initiative.
3. Veronica Trammel, Executive Director, UITS, announced several items:
   1. Docusign is available for signing for all faculty.
   2. She wanted to alert faculty to the “Training Dashboard,” which is available through OwlExpress. Faculty can click on Employee Services to see where they are on required training. Most required training is required for end of September.
   3. There will be a Cyber-security day. Students how to pick locks to learn about Cyber-security.
   4. Windows 7 will be decommissioned by Microsoft.
   5. Banner is moving to the USG.
   6. We are trying to move away from sending faculty a whole group of emails. Faculty can subscribe to information that they want to receive.
   7. CIO insight. This goes out to Cabinets, Deans, and Chairs about new initiatives in technology.
   8. UITS has a semester newsletter that goes out. We should be have this come out in October.
   9. ITAC: we come to you to let you know some of the new technologies are available.
4. Dessie Beagle, Employee Wellness Coordinator and Employee Fitness Manager, announced an opportunity for faculty to win $100 for wellness. She encouraged faculty to look at their website for the opportunity, whose deadline is September 30. She also noted that the University has hired some licensed dietitians. (This and other information is available in their newsletter.)
5. Sylvia Carey-Butler, Chief Diversity Officer, was introduced and spoke of her new plans for her office:
   1. There will be five strategic priorities for this particular year: 1) She would like to cultivate awareness of the Office. 2) She wants to advance inclusive excellence competencies. She would like to put together trainings around inclusivity and diversity. 3) She wants to create a rapid response for diversity and inclusion opportunities of inclusion. 4)) She is encouraging students to participate and is now implementing student diversity ambassadors.
   2. Of particular interest to faculty is her office’s new focus on how to engage faculty and continue work on diversity and inclusivity. She is continuing Faculty Fellows Program. Beginning Springtime, she will be hosting luncheons. Faculty will have a chance to sign up each month.
   3. Question: Kyle Brooks, MA student, member of KSU United, asked about the timeline for creating an anti-racist education center.
   4. Answer: She is taking a careful look at the issues to have all the information. She is encouraging KSU United and other organizations to meet with her and to sit down to discuss areas of concern.
6. Senators Darina Lepadatu, Conflict Management; Steve Collins, Political Science; and Daniel Rogers, Psychology proposed the following resolution:
   1. *"Whereas an acute faculty salary inversion and compression crisis exists at Kennesaw State University, the Faculty Senate requests that the President and Provost address the crisis by committing to fund an effective pay-equity plan. The amount allocated should ensure that faculty ranks are decompressed by a salary differential of at least five percent between ranks. The Senate asks the President and Provost to form a taskforce in order to present their plan in response to this resolution by November 15, 2019 so that the plan may be implemented by Jan 1, 2020. "*
   2. Question: Does this include lecturers?

Answer: Resolution was intended to be broad.

* 1. Question: What is the underlying data?

Daniel presented a chart of salary data from his department. He encouraged other departments to look at their data.

* 1. Steve Collins noted that salary compression exists when there is little to no difference in salary between ranks. Inversion describes situations in which faculty from a lower rank earn a higher salary than faculty from a higher rank.
  2. Steve Collins presented data showing that, nationally, the average salary difference between Associate and Assistant Professors is $10,600. Compression, according to the study, exists when the salary difference between the ranks is under $5000. Compression is evident in 11.2% of higher-ed institutions. Only 2% suffer from inversion.
  3. Question, Scott Tippins, Computer Engineering, “Is there a plan to address this. Can we do something to at least make small steps.”

Answer: Senator Daniel Rogers, Psychology, responded, “Part of the thrust of the resolution is to try to create a coherent plan and structure. There is a desire to see comprehensive strategy.”

* 1. Senator Steve Collins, Political Science, added that this is meant to be an incremental approach. For example, we are asking for 5% change between ranks.
  2. In addition, faculty have not received any Cost of Living increases. Part of this solution should be to create a Cost of Living raise.
  3. Question: Senator Jeff Yunek, Music, “At this phase, are we are identifying the problem? What do you want the Senate to do?”

Answer from Senator Collins: This is a request to the Administration to begin working on a plan. As we gather more data, then we can begin identifying longer and more sustaining solutions.

* 1. Question: Senator Jeff Wagner, “Are we also speaking time in service?”
  2. Senator Steve Collins noted that this problem is long standing. Several years ago, we would annually receive equity raises. Then, in the last two years that there have been no monies.
  3. Senator Darina Lepadatu also noted that this year’s average 2% raise will go to increases in healthcare. We are asking Provost and President to appoint taskforce.
  4. Motion to ask the President and Provost to set up a task force to address this resolution by 15th November was proposed and seconded.

A vote was taken: 35 for, none against, none abstained.

* 1. Question: Senator Marrielle Myers, Elementary and Early Childhood Education, asked if the motion could not be amended so that the Provost and President develop a plan without a faculty taskforce. Her reasoning was that faculty are overwhelmed with service for which they are not compensated.
  2. Answer: Faculty Senate President, Doug Moodie, responded that the vote had already been taken and that it was time to adjourn. However, he noted that Senator Myers was raising the larger issue of service at this institution. He encouraged her to bring this up at a future senate meeting.

1. Meeting adjourned.