

**Kentucky State University
Faculty Senate Meeting Minutes
October 30, 2020
Submitted by Danny Collum, Secretary**

1. Call to Order

Meeting called to order at 9:01 a.m.

2. Approval of Agenda [5 minute time limit]

Agenda approved as submitted.

3. Approve Meeting minutes from 10/2/2020 [5 minute time limit]

Inaccuracies in “attending” list were noted. Senators Clay, Grimes and Lai should have been listed present. In “guests” Wilfred Reilly and Tierra Taylor were listed twice. Minutes approved with these corrections.

4. Faculty Senate President Report [15 minute time limit]

President Keeler announced that the provost search committee (on which he serves) is meeting today to finalize the provost job description for the position announcement. He also noted that a ribbon cutting for the agriculture program was scheduled for 10:30 that morning as was a university-wide town hall with President Brown for the afternoon. The last Atwood Institute talk of the semester, with Troy Adams presenting, would be at 1:30 Monday.

President Keeler especially drew the attention of the Senate and the entire faculty to the Zoom “chat” for faculty with President Brown next Friday, November 6. President Keeler noted that in a recent presidential forum the president said that all faculty needed to be prepared to teach in-person in the spring semester and that all academic units should come forward with statements of what they will need to allow that to happen. Keeler reported that President Brown seemed to think that, because K-12 schools in our area were going back to in-person, we would need to do so as well.

Numerous concerns about the wisdom of this statement were voiced by several senators. One senator noted that the administration should look at the resolution passed by the Faculty Senate at the beginning of the semester for a complete statement of what’s needed. President Keeler affirmed that and urged all faculty to meet in their units and come out with a response regarding what they would need if the university were to resume in-person instruction.

5. Academic Affairs Updates and Gray Associates update [10 minute time limit]

Dr. Schneller announced that the Gray Associates program review reported on at a previous meeting had been delayed, but was still coming, probably at the first of the year. Faculty will be pulled into that process at that time.

6. Academic Policy Committee report [15 minute time limit]

a. APC_20_21_2 Academic Integrity Statement for Testing Center

Senator Gyawali, chair of the Academic Policy Committee (APC), reported that Thea Mason, from the university testing center, had attended the last APC meeting to help with the academic integrity statement that has come up at previous Senate meetings. Ms. Mason explained that the statement was needed for the official certification of the testing center. As part of the process, she needs a statement from our faculty endorsing the testing center statement. Senator Gyawali presented a resolution which makes that endorsement and statement of support, and it was approved by a unanimous vote.

Senator Gyawali also reported that APC had continued its discussion of a possible Pass/Fail (P/F) option for Fall 2020. The committee is preparing a survey of students so that the student perspective can be considered in whatever action item the committee may bring forward. Dr. Schneller suggested that it might also be helpful to look at this semester's midterm grades as compared to recent years to get a sense of the need for a P/F option. That information could be obtained from Institutional Research. Dr. Schneller also noted that if a P/F option were instituted, it needed to have a clear deadline for students to opt in, and the deadline must stick. In addition, she noted that some programs will not be able to participate in P/F at all due to accreditation standards.

Finally, Dr. Gyawali reported that APC and PCC are consulting on a resolution dealing with course evaluations for this semester. An action item on this issue will be coming at the next Senate meeting.

President Keeler urged faculty to direct comments on the evaluation issue to Senator Gyawali or Senator Valentine (PCC chair).

6. Curriculum Committee report [15 minute time limit]

a. CC_20_21_07 Course Change BUA 402

This action item would expand BUA 402 Senior Seminar from one credit hour to three. This will allow students to better prepare their portfolio for the Council on Post-secondary Education's (CPE) Essential Employability Qualities (EEQ) initiative. A program change reflecting this course change will follow. One senator noted an inconsistency in the course title on the forms for the action item. With that noted, the action item passed unanimously.

b. CC_20_21_08 New Course SOW 353

SOW 353 will be a new course, Child Abuse Interventions, this will be part of a sequence of courses preparing students to take jobs in child protection with state government. This is needed to fulfill KSU's contract with the state to administer the Public Child Welfare Certification Program (PCWCP). This was approved unanimously.

c. CC_20_21_09 New Course SOW 316

This will be part three of a three part sequence in Generalist Social Work Practice (I, II, III) that will bring the content and nomenclature of the program in line with the standards of its accrediting agency, the Council on Social Work Education (CSWE). Approved unanimously.

d. CC_20_21_10 New Course SOW 352

This would be the predecessor to SOW 353 approved in item (b), preparing students to work in the child welfare system. Approved unanimously.

e. CC_20_21_11 Course Change SOW 314

Part I of the three part sequence in Generalist Social Work Practice approved in item (c).

f. CC_20_21_12 Course Change SOW 310

Course title changed from SOW 310 Foundations in Social Work to SOW 310 Cultural Inclusion and Social Justice. The changes in content and nomenclature will satisfy the CSWE accreditation standards. The catalogue description will also change. Approved unanimously.

g. CC_20_21_13 Course Change SOW 315

Part II of Generalist Social Work Practice sequence approved in items (c) and (e). Approved unanimously.

h. CC_20_21_14 Program Change SOW

This item incorporates all of the course changes just approved into the overall social work program curriculum and requirements for the social work major. Approved unanimously.

8. Professional Concerns Committee report [15 minute time limit]

a. Action item on Deans and Chairs appointment

PCC Vice-Chair Griffis presented an action item revising the section of the Faculty Handbook dealing with appointments of deans and chairs. On the hiring of deans, the item outlines requirements for faculty representation in the process, adds language calling for candidates to have “national recognition” for scholarship or creative activity in their discipline and details a process, including screening by KSU faculty in the relevant discipline, for awarding tenure to these administrators.

Concerns were raised about the necessity and feasibility of the tenure screening process described in the action item. After some discussion Vice-Chair Griffis agreed to withdraw the action item for this week and have the committee look at that section again.

The proposed changes regarding selection of chairs called for them to be elected from within the academic unit and serve a three-year term. A senator asked who can vote in those elections? Response was that the faculty handbook currently says that only tenured or tenure track faculty may vote. The senator expressed concern about that, saying that instructors should have some voice in the evaluation of chairs.

PCC will reconsider this item with Senate feedback in mind at its next meeting. Anyone with more questions or feedback on the whole deans and chairs issue should direct their comments to Senator Alexander Lai.

9. Budget and Academic Support Committee report [10 minute time limit.]

a. Remote Learning Needs Assessment

Beverly Schneller and Jason Keeler were guests at BASC’s last meeting. Dr. Schneller was there to work with the committee on developing a survey of student technology needs after the campus closes November 20. Committee Chair Noel Novelo noted that the purpose of this survey is to determine the scope of the problem regarding technology needs. It does not constitute any commitment to meet every need. The survey says explicitly that its purpose is help the instructor better understand the student’s situation. Senator Ballard-Kang is taking the lead on this survey, and she said it would be set up for use both through Blackboard and Qualtrics.

10. Faculty ombudsman report [5 minute time limit]

Wilfred Reilly was unable to attend the Senate meeting, but sent word that faculty should contact him with any questions related to Covid-19 and the university response.

11. Other Business [10 minute time limit]

a. Joint Salary Resolution from BASC and PCC

Senator Helen Smith presented this resolution on behalf of the two committees. This action item is intended to persuade President Brown and the Board of Regents that faculty salaries must be addressed. It calls on President Brown to establish a timeline for addressing problems of faculty salary compression, equity, merit pay and COLA (cost of living allowance) raises and for these issues to be addressed at the next quarterly meeting of the Board of Regents.

One senator raised a question about the drastic discrepancy between the lowest and highest assistant professor salaries shown in a table of high, low and mean KSU faculty salaries. The senator was assured that the figures were accurate and that these figures did not include any administrator pay that some faculty might receive. It only reflects base pay. There was some discussion about inclusion of this table in the resolution, resulting in a consensus that it should stay. In addition Senator Gyawali asked that tables he found showing salary ranges at Tennessee State University and Alabama State University be included as supporting documents with the resolution since those are peer 1890 land grant schools and the tables show salaries much higher than KSU’s. Senator Smith agreed to add those documents. A non-senator faculty member

suggested that language be added in the first part of the resolution emphasizing that faculty are an asset not an expense, that we are losing valuable assets when good faculty leave due to low pay and that low faculty salaries actually cost the university money from grants since in most grants the indirect expenses payment to the university is based on a percentage of faculty salary. Senator Smith agreed to incorporate this language. Also, two typos in the resolution text were pointed out.

With these additions and corrections noted, the resolution was put to a vote and passed unanimously.

12. Adjournment

The meeting adjourned at 11:46.

Senators Attending

Jason Michael Keeler
Keith McCutcheon

Changzheng Wang

Jennifer Ballard-Kang

Sharon McGee

Gary Stratton

Danny Collum

Patti Marraccini

Bobby Walter

Nancy Capriles

Alexander Lai

Dr. Phillip Clay

Bruce Griffis

Noel Novelo

Dr. Kristopher R Grimes

Gavin Washington

Fariba Bigdeli

Helen Smith

Leigh Whittinghill

Dr. Donovan L. Ramon

Shawn Lucas

Buddhi Gyawali

Rene Desborde

Nancy Capriles

Dr. E. Amadife

Barbara Witty

Fariba Kashan

Jens Hannemann

Bobby Walter

Excused: Jonathon Sharp

Absent: Herman Walston, Ibukun (Mike) Ogunade, Monica Valentine

Guests

Frederick A. Williams Jr., Ph.D.

Lauren Graves

Beverly Schneller

Keturah Nix, PhD

HK

Wilfred Reilly

9836

David Shabazz

Joe Moffett

LYNN

James Obielodan

1599

Michael D. Dailey, PhD

3654

Tierra Taylor

4780

Mara.Merlino

Ms. Thea M. Mason

Debbra Tate

Dr. Nkechi Amadife

Margery Coulson-Clark

0366

Ken Andries

Kim Sipes

Ban