

**Kentucky State University**  
**Faculty Senate Meeting**  
**August 20, 2021**

Minutes submitted by Danny Collum, Senate Secretary

**1. Call to Order**

9:01 a.m.

**2. Approval of Agenda** [5 minute time limit]

Approved unanimously

**3. Approve Meeting minutes from 4/23/2021** [5 minute time limit]

Approved Unanimously.

**4. Faculty Senate President Report** [5 minute time limit]

President Clay announced that the last Day for late registration is Aug 20. Students will be dropped for non-payment- Aug 23- Labor Day – Sept 6 – is an academic holiday. All faculty, staff and students are encouraged to be vaccinated for Covid-19. For more information contact [covid19@kysu.edu](mailto:covid19@kysu.edu).

President Clay met with Provost Hamilton. They discussed the salary study and safety concerns related to the return to face-to-face instruction. A faculty guest asked if there was a plan of action for addressing issues identified in the salary study. President Clay said Provost Hamilton would be addressing that later in the meeting.

President Clay also met with now-former-President Brown and discussed preparation for the return to in-person classes. He also reported that student representatives have said that they want to see more faculty at non-academic university events and to receive timely communication for their instructors.

**5. Faculty Regent Update**

The Faculty Senate Committee on Elections will meet today and a Faculty Regent Election to fill Joe Moffett's unexpired term will take place within the next two weeks via online platform. Election results will be sent out via KSU News after complete verification of the election results.

**6. General Education Update**, [5 minute time limit]

Bruce Griffis - NA

**7. Administration Updates** [5 minutes each]

**EVP Greg Rush-** Finances NA

**Dr. Dailey-** Technology,

Dr. Dailey reported that this is the best semester so far during his tenure in terms of the number of student problems with instructional technology. More training on the new Blackboard edition will start next week, beginning with gradebook and attendance.

**Dr. Deams-** Student Engagement, NA

**Nurse Todd- Safety,**

All incoming students were tested for Covid-19 and some were sent home. The majority of our athletes are now vaccinated for Covid-19. SIAC is requiring this vaccination. Kentucky's state vaccination rate is low, so masks are mandatory and important. Vaccine clinics will be offered on campus throughout the semester. We are following CDC guidelines for quarantine and isolation. There is no quarantine for vaccinated people. If you are vaccinated and think you could have come in contact with the virus, get tested. Call Candace Raglin and Nurse Todd if your care provider tells you to quarantine.

A senator asked if there is any information on the vaccination rate of our campus community—faculty, staff and students. Nurse Todd said that hasn't been compiled yet, but it will be.

**Daryl Love- Career Services, NA**

**Dr. Holloway/Dr. Colson-Clark- Advising,**

University College is working with chairs to get enough sections of required classes for all the new students.

**Dr. Schneller/Dr. Graves- Academics/Research/Accreditation & Assessment,**

Dr. Graves reminded faculty that learning outcomes assessment reports are due in her office by September 15.

**Dr. Forde- Diversity NA,**

**Dr. Yates & Dr. Emanuel- West Louisville Project, NA**

**Dr. King- Academic Affairs**

Dr. Berkley King, Vice-Provost for Academic Affairs, introduced himself to the Senate and guests. He said that his role in academic affairs would focus especially on advancing faculty careers and representing the provost to the faculty. He will also oversee the tenure and promotion and faculty credentialing processes. The best way to communicate with him will be by kysu.edu email.

**Dr. Hamilton- Provost Insights & Academic Update**

Provost Leroy Hamilton made his first presentation to the KSU Faculty Senate. He said that he is excited about the work ahead as provost. He has been on job for nine weeks and has already met with many faculty, staff and students. He pointed out that his career has taken him from adjunct faculty to provost, hitting every point in between. He noted that he has served in a faculty senate himself, and that he still considers himself faculty.

In the these first weeks of his tenure, he has been looking at the Faculty Handbook to make sure we are in compliance and are doing all that we can to support faculty. He pointed out that for the past few years, and continuing this year, student enrollment at KSU has been increasing, but the numbers of faculty have been decreasing. We need to address that, he said. Also on his agenda is revisiting the advising model and strengthening it and finding ways to take the mystery out of our curriculum maps for students.

He also recognized the need to address the problem of faculty salary compression and low salaries. While acknowledging that KSU has financial problems, he said that our faculty salaries make it easy for us to lose our best people. He mentioned a recent faculty opening that came across his desk that proposed to pay \$40,000 per year for a tenure track assistant professor. He

stated that we will not be able to recruit good faculty with that kind of salary. The provost said the he has looked at the Hanover study of our faculty salaries done last year and recent news reports, and he will be engaged with addressing the salary issue. He did note that the cost of living increase this year was at least a small step in the right direction.

Provost Hamilton has met with Greg Rush, our current chief financial officer and pointed out to him that KSU's revenue depends upon enrollment and that it will be difficult to increase the number of students without increasing the number of faculty. Mr. Rush said that we will replace as many of our recent departures as we can.

A faculty guest asked Provost Hamilton what was his plan for addressing salary compression and noted that we need a plan, not another survey. Provost Hamilton replied that compression is a common problem, but it is very important to address it because it becomes a morale issue. He will work with the executive committee of the Faculty Senate to come up with the plan. He sees his role as being the voice of the academic enterprise to management.

A senator noted that the business school is going up for accreditation with a critical need for faculty. Another senator asked if, with the Atwood renovation completed, could attention be given to updating the Carver science building, especially the labs. Provost Hamilton replied that he had gone through Carver, and he was not pleased. He noted that our youngest building at KSU is 39 years old. These are retention issues, he said. If students are in a classroom with leaks or mold it is difficult to keep them; it is also difficult to recruit with those conditions.

#### **8. Senate Committee Report [5 minutes each]**

Since committees have not met, there were no reports. After the Senate adjourns committees will meet and elect officers for the year, and have their first meetings at 9 a.m. Friday August 27.

#### **10. Faculty ombudsman report [5 minute time limit]**

Will no longer appear on the agenda because the position no longer exists.

A senator asked Dr. Clay why this was, and the senator was told to ask the provost.

#### **11. Other Business [10 minute time limit]**

A senator noted that the schedule of Faculty Senate meetings currently has us meeting on November 26, which is during the Thanksgiving holiday. It should show our last meeting as December 3. Dr. Clay responded that this change will be made.

#### **12. Adjournment**

The senate adjourned at 10:40 a.m.

## Attendance

### Senators

Daniel D Collum

Patti Marraccini

Dr Phillip H Clay

Buddhi Gyawali

Gary Stratton

Alex Lai

Rozina Johnson

Jennifer Ballard-Kang

Mary Barr

Changzheng Wang

Gavin Washington

Keith McCutchen

**Excused:** Noel Novelo, Barbara Witty

### Guests

Dr. Leroy Hamilton, Jr.

Tierra Freeman-Taylor

Laura Cullen Glasscock

Austin Horn

Timothy Forde

Charles Holloway

Michael D. Dailey

Kirk Pomper

Prof. E. Amadife

David Shabazz

Keturah Nix, PhD

Herman Walston

Nancy Capriles

James Obielodan

Shawn Lucas

Fariba Kashan

Fariba Bigdeli Jahed

Rene Desborde

Bruce Griffis

Jens Hannemann

Bobby Walter  
Kristopher Grimes,  
Monica Valentine

Margery Coulson-Clark

Mara Merlino

Ken Andries

Sheila Stuckey

Samantha Todd

Deanna McGaughey-Summers

Li Lu

Clifford Wise

Dr. Berkley N. King, Jr.

Lauren Graves

Debra Tate