

4/15/2024 Faculty Senate Meeting Minutes (DRAFT)

Called to order 3:13

Approval of Meeting Minutes from 4/1/24: approved

Faculty Senate President's Report:

- Working on nominations for committees and faculty senate
- Updates about KYSU Online: clarification about faculty course load issues. The courses at KYSU Online will be compensated as extra pay and not included in a faculty member's contracted course load. Information about KYSU Online is available through the KYSU Online Sharepoint.
- Salary study: Gallagher rated us as highly competitive, which was a surprise. Dr. Wicker invited Faculty Senate to lead the charge for a salary study. President Smith asks for feedback from faculty on whether they want to lead the charge. Dr. Dailey stated that there were areas of adjustment recommended in specific disciplines and noted that since the material was in the aggregate, we need to have a clearer picture. Dr. Dailey asks faculty what the study should inform and what adjustments should we make. President Helen Smith asks for the data. Dr. Lucas asks if the study considered cost of living and that the tenure and promotion was paused. Dr. Pomper asks about the schools we were compared to and if the schools were masters or PhD and also asks if we could learn more about the benchmarks and demographics. Dr. Wicker notes that all the variables mentioned in these questions were looked at in the study and adds that they were asked to use CIP codes and to conduct a CIP code analysis. Dr. Lai asks if they showed validation of their algorithm and Dr. Wicker notes this was part of the RFP that was paid for by the state government. It's not a KSU initiative. President Helen Smith says senate needs more information to understand pay grade and ranges. Dr. Wicker says that that is an HR study. In summary, the faculty senate wants to know the methodology, the data, and how the data will be used. One thing to consider is that the data set is personalized, so we will still need to look at it in the aggregate. Dr. Wicker notes that the methodology = aggregate at the 50th percentile and suggests that faculty senate asks HR if they can access CUPA data. President Smith asks if this information will be used before contracts. Wicker explains that this is a Board function because it's a fiduciary function rather than one time payment.

Academic Affairs Report:

Dr. Dailey reports on the faculty handbook. He asked CPE if we can have an extension since there are so many changes taking place. Academic Affairs is working on issues with faculty communication. At end of semester, students who have not paid their bills will be encouraged to pay bill or put on a payment plan. Graduating students will be allowed to graduate with one discretion. They must receive permission from Academic Affairs if there is more than one discretion.

Student Success – Dr. Dailey reports that student success is working on orientation. Preregistration is up and running. Students who have a balance of 500 or less can register.

Deans Report: No reports

Committee Reports

APC – did not have quorum. Academic Affairs asks the faculty senate to send a formal letter indicating that APC has reviewed the policies and have no substantive changes.

BASC – didn't have quorum, but they discussed various issues. They wanted to see enrollment report to see how well we're doing. They discussed the reasons students were not wanting to return to the fall and BASC tried to figure out how it impacts the university. Dr. Nichols wanted to know if the marketing director and student affairs was aware of the issue. Dr. Wicker asks faculty to have students document their issues so that they can present that information to stakeholders. We have a \$3m shortfall.

PCC – Dr. Khatiwada presents the following action item.

Action Item – regularize compensation for faculty teaching single-student or low-enrolled courses: make a policy so that independent studies are paid; classes should be prorated if there are students paying for the courses. Dr. Dailey notes that we need to distinguish low enrolled and independent study. If you are asked to teach an overload, PAF must be completed. Low enrollment courses are less than 15 students.

VOTE: passes unanimously

CC: Dr. Wang asks Dr. Wise to discuss the two proposed certificate programs.

Action Item: Database Program

Vote: passes unanimously

Action Item: Assurance Program

Vote: passes unanimously

Other Business

Dr. Emmanuel Amadife asks if there is any way to add dignity and structure to the commencement. Dr. Dailey says he agrees and says the committee is working on it. In the spring, we are going by the old colleges because the new banners are not yet it. Dr. Dailey suggests that recommendations be sent to him, and he will share with the graduation committee. Dr. Wicker asks the faculty senate to identify three people to facilitate the event.

4/15/24

1	A	B
2	Faculty Senate Membership	Please sign in
3	Alexander Lai	<i>[Signature]</i>
4	Clifton Wise	<i>[Signature]</i>
5	Farida Olden	
6	Li Lu	
7	Shawn Lucas	<i>[Signature]</i>
8	Waldemar Rossi	<i>[Signature]</i>
9	Patrese Nesbitt	excused
10	Barbara Witty (*SCT)	Barbara Witty
11	Barbara Witty (*SCT)	<i>[Signature]</i>
12	Deanna McGaughey-Summers	
13	Nkechi Amadife	Nkechi Amadife
14	Shannon Brogan	excused
15	Nancy Capriles	<i>[Signature]</i>
16	Emanuel Amadife	excused
17	Swagata Banerjee	excused
18	Angela Williams	online
19	Helen Smith	present
20	Charles Nichols	present
21	Hideka Kobayashi	present
22	Changzheng Wang	present
23	Dharma Khatiwada	present
24	Guests	
25	Tierra Taylor	None
26	Seagen Mussie	excused
27	SURAS UPADHAYA	<i>[Signature]</i>
28	Kirk Tomper	<i>[Signature]</i>
29	Mara Marlene	<i>[Signature]</i>
30	Scott A. Walker	<i>[Signature]</i>
31	Michael W. Saylor	<i>[Signature]</i>
32		