



Faculty Senate Archives

Faculty Senate

Academic year 2018-2019

Volume XXXII

Agenda and Minutes of the Meeting of February 25, 2019

Faculty Senate Meeting Agenda

When: **February 25, 2019 from 3:30 to 5:00 pm**

Where: **Clinton Hall Room 126**

| Agenda Item | Notes/Discussion/Process | Outcome/Action/Completed |
|---------------------------------------|--|--------------------------|
| Call to Order | | |
| Informal Statements and Proposals | | |
| Approval of February 11, 2019 minutes | | |
| President's Report | KBOR updates Senate Budget and Planning committee update Save the dates - important events (see below) | |
| Committee Reports | | |
| Rules: Jeff Jarman | | |
| Old Business | | |
| Faculty Affairs: Deepak Gupta | 2 nd reading: Attached Committee recommendations: (a) with track changes and (b) without track changes . (as of 2.18.19) Current policies: Faculty Evaluation: Chronic Low Performance 4.23 New numbering; changed to 4.31e Dismissal for Cause Process 4.22 New numbering; changed to 4.34 Make sure consistent with Post Tenure Review 4.15 New numbering changed to 4.20 | |
| New Business | | |
| David Wright | SEAS update: SEAS overview , SEAS End-of-Term Fall 2018 | |
| Provost Muma; Associate VP Shaw | Academic Faculty Fellow awards: Advancing OER , Developing a Record of Experiential and Applied Learning , Exploring Trends in Higher Education . | |
| As May Arise | | |

Adjourn

Next Senate Meeting: March 25 from 3:30 to 5:00 pm, Clinton Hall Room 126

SAVE THE DATE:

- **April 29, 3:30 pm – GENERAL FACULTY MEETING, Hubbard Hall 208**
- **May 9, 3 pm – Shocker Pride Celebration-Faculty/Staff Awards, RSC, Beggs Ballroom**
- **May 10, 2 pm – Faculty Awards Ceremony, RSC 233, Santa Fe Room**

Faculty Senate Meeting Minutes

Monday February 25, 2019

3:30 – 5:00 pm – Clinton Hall, Room 126

Senators Present: Ahmed, Babnich, Bailey, Barut, Birzer, Bowen, Bray, Bukonda, Carlson, Castro, Celestin, Decker, Dowling, English, Granada, Hakansson, Hammond, Hill, Hull, Jameson, Markova, Moody, Nicks, Nobel, Popejoy, Price, Pulaski, Schwartz, Showstack, Small, Smith, Smith-Campbell, Sternfeld-Dunn, Tamtam, Yao, Yildirim, Zewde.

Excused: Bryant, Clawson, Jarman, Muthitacharoen,

Absent: Bannister, Brown, Buerge, Lockard, Moore-Jansen, Solomey, Suzuki, Weheba.

[Attendance: 2018-2019](#)

| Agenda Item | Notes/Discussion/Process | Outcome/Action/Completed |
|-----------------------------------|---|--------------------------|
| Call to Order | 3:30 pm | |
| Informal Statements and Proposals | Jeff Pulaski – gen ed revisions survey went out today and it looked like the non-tenure track people did not get this. Betty will reach out to Bill Hendry to make sure everyone who needs to get it are on the list. | |
| Approval of Minutes | February 11, 2019 | MSC |
| President's Report | <p>Reminder: Save the Date April 29, 3:30 pm – GENERAL FACULTY MEETING May 10, 2 pm – Faculty Awards Ceremony, RSC 233, Santa Fe Room</p> <ul style="list-style-type: none"> • Betty attended online and said that the Council of Student presidents have submitted an OER proposal and faculty senate presidents supported their proposal. • KU put forward a pilot proposal regarding working with a community college and this is moving forward without the support from faculty senate presidents. • Budget Planning Committee met and viewed a compensations and equity report. Provost Muma – recommendation to move to implement an equity plan this year. Q: What will the senate see: results or recommendations? A: There will be an FYI that you can provide feedback for. • Save dates: April 29, General Faculty Meeting; May 9, Shocker Pride Celebration; May 10, Faculty Awards Ceremony. • Calling for nominations for president's awards. | |

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| Committee Reports | | |
| Rules: Jeff Jarman | Traffic Committee: Corey Rogers, Shanin Peck Court of Academic Appeals: Jim Granada University Exceptions: Madeline McCullough Faculty Support: Bayram Yildirim, Amy Chesser Academic Affairs: Katie Lanning, Lizzy Walker | |
| Old Business | | |
| Faculty Affairs: Deepak Gupta | <p>2nd reading: Attached Committee recommendations: (a) with track changes and (b) without track changes.</p> <p>Current policies</p> <p>Faculty Evaluation: Chronic Low Performance 4.23 New numbering; changed to 4.31e – Discussed current version with new section that includes a definitions section and clarification of committee structure. Showed revised flowchart. Q: Definition of professional fitness – this seems to be problematic language and needs to be more precise. Others felt that the descriptions given were detailed enough and should leave some room for interpretation. Suggestions were offered for adding some qualifying words such as “essential duties and responsibilities.” Others also felt that the language describing “negligence” should be strengthened to something like “negligence with intent.” Objections were raised that listing individual, single event, incidences seem to go against the spirit “three annual low performance ratings.” Concerns raised again about the “dove-tailing” of acute events determined to be professional incompetence with policy addressing chronic low performance. Administration stated that dismissal for cause was originally aimed at addressing these professional competency items and chronic low performance came later and was mandated by KBOR. A question was raised about the Title IX issues being addressed with separate policy (asterisk below “Professional Fitness”). Was pointed out that much of the language in this portion was taken from AAUP.</p> <p>Dismissal for Cause Process 4.22 New numbering; changed to 4.34 Make sure consistent with Post Tenure Review 4.15 New numbering changed to 4.20</p> <p>These policies will be voted on at the next faculty meeting and then at the general faculty meeting.</p> | |
| New Business | | |
| David Wright | SEAS update – Discussed last five years of SEAS data collection. Encouraged faculty to continue and/or increase the use of SEAS. Five | |

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| | years of SEAS use shows faculty will utilize the system and do care about student success. Thinking about reward mechanisms for participating faculty such as acknowledgement letters from provost to use in FAR. Q – Can we personalize the e-mails, rather than using the form e-mail? A: Can't be individualized, but could possibly customize to include a professor's message. Q: For students at chronic risk do they receive multiple e-mails if they stay in that category? A: no they get notified when you change a status. It was pointed out that faculty who have classes with no at-risk students should still click the box that says they have nothing to report. Q: Who do we contact if we have questions or issues with SEAS. A: Heidi Rodrick or Kim Sandlin | |
| Provost Muma; Associate VP C. Shaw | Academic Faculty Fellow awards – e.g. experiential and applied learning, OER etc. Aimed at people who may want to get more involved or work in academic affairs. | |
| As May Arise | NONE | |

Adjourn

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