

Kentucky State University

Faculty Senate Meeting Minutes

03-04-2022

Submitted by Danny Collum, Senate Secretary

Call to Order

Meeting began, with a quorum, at 9:02 a.m.

Approval of Agenda

Proposed agenda was approved unanimously.

Approval of 02-18-22 Minutes

Minutes were amended to reflect the fact that Nkechi Amadife is a Senator not a Guest. Also Joy Cole and Randy Nichols need to be added as Guests. With those amendments, the minutes were approved unanimously.

Faculty Senate President Report

President Clay reminded faculty of the contact points for COVID-19 information: (855-598-2246) and COVID19@kysu.edu. Also, all faculty who haven't are urged to upload proof of vaccination status at the ADP website.

In his meeting with the provost, President Clay reported that they discussed the report of the ad hoc committee on budget cuts and the upcoming budget meeting.

There was no Faculty Senate Executive Committee meeting this week. President Clay is meeting Acting President Stamps next week and with SGA President Jason Robinson in the near future.

Next, President Clay announced that we needed two Faculty Senate representatives for the Honorary Degree Committee. Changzheng Wang and Shawn Lucas volunteered for this service.

All standing committees are being constituted and will meet at least once this semester. A guest asked if there is a single place to look for a list of those committees and their composition. Dr.

Health and Safety Samantha Todd

Kentucky's COVID 19 positivity rate is 6.4 percent. The Green and Gold Commission is considering the future of the masking policy. We will continue to follow CDC guidance. Nurse Todd noted that ECU has gone mask-optional for non-class settings. A Suicide Awareness Training is being held today. All of us should be reaching out to each other to ask how we're doing. An Employee Assistance Program for mental health issues is available for full-time employees. Check with Human Resources about that.

On student excuses: In considering an attendance policy, faculty should remember that medical excuses may include confidential information. At this point policy says that excuses should come from Student Engagement, but that office lost the administrative assistant who handled this. As of now, medical excuses are coming from the Health Service and non-medical excuses come from Destini Baker. Employees with medical excuses should go to Human Resources, but cc Health Service on anything regarding COVID 19.

Technology and Distance Learning Michael Dailey

Digital badges for faculty training are on the way. There will be more training opportunities after spring break.

Dual Credit Kristopher Grimes

Dr. Grimes is now overseeing Dual Credit for Academic Affairs. He wants to keep faculty updated on this program and see it integrated into our programs in ways that are compliant with SACSCOC and CPE requirements and also get more of the Dual Credit students to KSU.

A guest asked how much the high school students pay for dual credit classes. The answer was that ENG 101 and MAT 115 cost a flat fee of \$60. All other courses cost \$72 per credit hour.

Grimes said that in his experience, high school teachers, counsellors and administrators want KSU to succeed. Current attention to the school's problems hinder that. KSU has an advantage in that most dual credit classes from the other universities are offered online whereas we are putting some professors in the high school classrooms. Dual Credit has not done much to get students to enroll at KSU so far, but Dr. Grimes believes that it could and wants to implement a strategy toward that goal.

Provost Hamilton interjected that Dual Credit is very important to the university. He pointed out that this semester total undergraduate enrollment at KSU is 2276: Of these, 1342 are regular students and 817 are dual credit.

Faculty Senate Committee Reports

Ad Hoc Committee on Budget ,, Peter Smith

Acting on behalf of committee chair, Senator Gary Stratton, Peter Smith presented the committee's report on ways to make necessary cuts to the KSU budget and generate revenue. He then asked for faculty comments and questions. In the course of that discussion, friendly

Re-structure the administration to have just three vice-presidents: Academic Affairs (includes Registrar, Advising and Testing, sponsored programs, etc.); Student Recruitment and Engagement (admissions, financial aid, health services, counseling/placement, etc.); Finance and Development (finance and administration plus fundraising and public relations).

Return advising for entering and returning students who have already chosen a major to faculty in those areas, who are experts in what classes the student must take to graduate on time, so that we can limit the non-faculty advising staff to only those needed to advise undecided students. Use regular faculty who are qualified and experienced in the discipline to staff the Pre-College Academy, as had been the case before University College was established, and offer regular staff with master's degrees adjunct pay to teach sections of KSU 118, as had been the case with the BREDS orientation classes. University College has already been reduced since spring 2021; keep staffing low and fill only mission-critical and grant-funded positions.

Outsource the Office of University Counsel by keeping a local law firm on retainer. This would enable us to pay only for the legal services that we absolutely need and to eliminate salary, benefits and support staff for the three attorneys in the University Counsel's Office. This should save much of the \$390,000 per year in salaries and benefits paid to maintain that office.

Eliminate the office of Brand Identity and University Relations and revert back to a Public Relations office with just three or four positions and either outsource or make fundraising self-funding. This office currently has a budget of over \$1 million, so this should save at least \$500,000 annually.

Combine Student Engagement and Campus Life with Student Success and scale back the number of staff positions: 62, as of the 2021 budget, with salaries and benefits of over \$1.8 million (note: 14 positions have already been cut). We could potentially save \$500,000 annually by limiting the unit(s) to positions that are mission-critical.

Outsource all web/technology services and cut back IT to only those needed to provide technical support or do all web/technology functions internally and eliminate external contracts there is no need to waste hundreds of thousands of dollars doing both.

Have another round of the Voluntary Separation Program or institute a retirement step-down program to incentivize the retirement of some of the higher-paid senior faculty members.

See which administrative or staff positions can be logically combined into a single position, as other small universities do, and which positions can be taken over by faculty on release time as opposed to a full-time, dedicated administrator.

Employ students on a part-time basis to perform minor maintenance jobs rather than full-time employees with benefits.

Elimination of Unnecessary Expenditures:

Terminate all contracts for unnecessary software programs like Interfolio, IDEA, Raiser's Edge, Juicer and Meltwater, keeping only mission-critical software packages.

Have Institutional Advancement pay for itself according to a percentage of the funds they raise or outsource fundraising. Focus fundraising on large corporations and the wealthy with a history of supporting HBCUs or higher education.

Sell the naming rights to our stadium and new dormitory; offer advertising space for "sponsors" for the electronic sign at the front gate.

Ask the Alumni Association to put out a special appeal to their members to "help save KSU."

Begin a fundraising campaign to institute several endowed professorships (again, offering naming rights to major donors or allowing donors to vote on the name of a beloved past professor). Move the most qualified existing faculty into the endowed positions and return their salaries to the budget.

Institute an aggressive planned giving campaign, urging alumni and supporters of the University to remember KSU in their wills.

Academic Policy Committee Kristopher Grimes

Attendance policy was the main business of the last meeting. An action item on this will be coming at the next Senate meeting. Committee is also working on an internship policy and clarifying the state of the incomplete grade policy.

BASC will present a grants training workshop in April. Three members of the committee are working with the Ad Hoc Committee on Budget. A meeting will happen soon with a representative of Frankfort city government about opportunities for cooperation between the university and the city.

Other Business

There was none.

Adjournment

The meeting adjourned at 12:38 p.m.

Attendance

Senators

Phillip H Clay

Barbara Witty

Daniel D Collum

Kristopher R Grimes

Gary Stratton

Mary Barr

Bobby Walter

Jens Hannemann

Rozina Johnson

Nancy Capriles

Buddhi Gyawali

Samantha Todd

Margery Coulson-Clark

The SJ

Shannon Brogan

Keturah Nix

Debra Tate

Crys Staley

Randy Nichols

LeChrista Finn

HK

Mara Merlino

Peter Smith

Randy Nichols

Sheila Stuckey

Charles Holloway

David Shabazz

Kirk Pomper

Dantrea Hampton

Maheteme Gebremedhin

Helen Smith