

UNIVERSITY SENATE MINUTES

April 7th 2022

4:00 to 6:00 PM

Present: Colin Bolger, Ryan Bowers, Mario Cardozo, John Carelli, Janice Chernekoff, Cara Cotellese, Richard Courtney, Anne DeLong, Michael Gabriel, Amanda Garcia, Christopher Habeck, Kenneth Hawkinson, Julia Hovanec, Daniel Immel, Mauricia John, Deryl Johnson, Erin Kraal, Pierette Kulpa, Steve Lem, Pádraig McLoughlin, Khori Newlander (sub. J. Schlegel), Amy Pfeiler-Wunder, Robert Portada, Christine Price, Shawn Riley, Angelo Rodriguez, Kayla Sherry, Jim Sober-White, Daniel Stafford, Ceyhun Sunsay, Michelle Vaughn, Tony Wong, Barth Yeboah.

Guests: Jack Downing, Sally Hyatt, Lisa Kowalski, Nicole McClure, Dan Stafford

I. Call to order

S. Lem calls the meeting to order at 4:00 PM.

II. Announcements

1. Pledge to Stop the Hate – D. Stafford

- Grassroots efforts are being used to combat hate speech on campus,
- Pastor Aiden visits KU and uses hate speech towards students,
- Matthew 24: Best known as an industry, not so much a religious organization, but rather a way to fundraise,
- Thanks to everyone fighting to make campus better,
- Past life involved running financial scams against people,
- Their strategy is to make KU a less attractive place to do business,
- Goals of program: Go away, do no harm, support targeted individuals, build our community,
- Pastor Aiden's business plan: personal injury, video storytelling, and fundraising,
- KU's tactics: Pledging (financial or acts of kindness), messaging, redirection: The more people that come and the longer they stay, pledges will go to groups on campus that are typically targeted. Instincts are to not engage. We have the opportunity to redirect students to more positivity,
- Do not give this group your attention because they are monetizing it,
- Ask: do a pledge, pledge not to attend the hate events, day of event responders (support, inform and guide students), umbrellas and umbrella ushers (serve as human shields from the hate to guide students to class, escort students to a safe space)

R. Courtney: How do we distinguish this particular "pastor" from others? Will there be some sort of "warning system" employed?

D. Stafford: No notice is typically given, sometimes only twenty minutes; Dr. McCargo informs campus and sets notice in motion.

III. Approval of the Minutes from March 3, 2022

S. Lem asks for a motion to approve March's minutes, P. McLoughlin moves, E. Kraal seconds; all in favor.

IV. Reports

1. Senate President – S. Lem

March tends to be a quieter month for Senate Exec., mostly in part due to spring break, but I do have a few updates to share.

Student Success Team As you may have seen in the recent Provost update, we are in the early stages of implementing Starfish on campus. Starfish is largely aimed at student retention, and we are currently having discussions about the implementation process and what features we should roll out first. Although there will certainly be a learning curve to a new system, I am optimistic Starfish will streamline many current processes and help us better reach and serve at-risk students.

Emergency Management Team Several faculty have asked about removing the classroom/instructional setting mask requirement, which was supported by both APSCUF and SGB. EMT intends to continue to follow their recommendation, and, barring a preference change by APSCUF and SGB, I would anticipate the classroom mask requirement to remain through the rest of the semester. EMT is now turning its attention to a recommendation for masking at commencement, which is scheduled for discussion on April 6.

Strategic Planning and Resource Committee SPRC continues to build on its momentum, and there are currently plans to continue to make KU more adept at meeting the 21st challenges of higher ed. Some key conversations are focused on streamlining the curriculum process and a more fluid and adaptive strategic plan. As we are approaching the end of the academic year, SPRC is also looking at its membership and subcommittee structure for next year so we can continue to build on this year's progress.

Frederick Douglass Institute

Senate Exec met with Dr. Maria Sanelli, Director of KU's Frederick Douglass Institute, in early March to discuss some of the FDI initiatives and challenges. We had a productive conversation about areas KU can improve its DEI efforts, with a particular focus on recruitment and retention of faculty from under-represented groups. As you may have also seen in communication from the Provost's Office, KU is investing more resources into FDI, and Senate Exec will continue to work with administration on improvements in this area.

2. Senate Vice President – T. Wong

T. Wong: The willingness to serve list is ready for review, LAS rep needs to resign so position will be filled by Joleen Greenwood from Anthropology and Sociology. We need approval from the Senate to make the following list official. Asks for vote for endorsing this list; willingness to serve list is approved.

Spring 2022 Senate Willingness to Serve

Academic Standards and Policies – 2 years

- College of Business Representative – Necati Tekatli (Business Administration)
- College of Education Representative – Sally Hyatt (Counselor Education & Student Affairs)

Academic Technology Committee – 2 years

- College of Education Representative – Ashley Coombs (Counselor Education & Student Affairs)
- College of Visual & Performing Arts Representative – Jayne Struble (Art & Design)

Calendar Committee – 3 years (Staggered)

- At-Large Staff or Non-Teaching Faculty – J Michelle Gober (Intercollegiate Athletic Services)
- At-Large Staff or Non-Teaching Faculty – Susan Mangold (Assistant Vice President & Dean of Students)
- Staff or Non-Teaching Faculty of Library – Susan Czerny (Rohrbach Library)
- College of Business Representative – Gregory Kaufinger (Business Administration)
- College of Education Representative – Christopher Bloh (Special Education)
- College of Liberal Arts & Sciences Representative – Richard Heineman (Biological Sciences)
- College of Visual & Performing Arts Representative – Elizabeth Quay (Art & Design)

Campus Beautification & Preservation Committee – 2 years

- College of Visual & Performing Arts Representative – Gwendolyn Yoppolo (Art & Design)
- Graduate Faculty – Patricia Lutz (EMLT)

Center for the Enhancement of Teaching Advisory Board – 3 years

- College of Education – Amber Pabon (Secondary Education)

Commission on Human Diversity – 2 years

- College of Business Representative – Carolyn Gardner (Business Administration)
- College of Visual & Performing Arts Representative – Peter Isaacson (Music)
- At-Large Faculty Representative – Stephen Stoeffler (Social Work)
- At-Large Professional Staff – Vale Deeter (Secondary Education Department Secretary)

Commission on the Status of Minorities – 2 years

- College of Business Representative – Carolyn Gardner (Business Administration)
- College of Education Representative – Amber Pabon (Secondary Education)
- College of Liberal Arts & Sciences Representative – Khori Newlander (Anthropology & Sociology)
- College of Visual & Performing Arts Representative – Helena Domenic (Art & Design)
- Enrollment Management & Student Affairs Representative – Jerry Schearer (Inclusion & Outreach)

Commission on the Status of Women – 2 years

- Female Faculty Representative – Patricia Pytleski (English)
- Female Faculty Representative – Sarah Tindall (Physical Sciences)
- Male Faculty Representative – Mathias Le Bossé (Geography)
- Male Faculty Representative – John Ronan (English)
- Male Faculty Representative – Open

Cultural & Performing Arts Advisory Committee – 2 years

- Department of Music Faculty Representative – Peter Isaacson (Music)
- At Large Faculty Representative – Helena Domenic (Art & Design)

Enrollment Management Committee – 3 years

- College of Liberal Arts & Sciences Representative – Joleen Greenwood (Anthropology & Sociology)
- College of Visual & Performing Arts Representative – Daniel Neuenschwander (Music)

Events Advisory Council – 2 years

- College of Visual & Performing Arts Representative – Daniel Neuenschwander (Music)

Graduate Exceptions Committee – 3 years

- Graduate Faculty Representative, College of Education – Joanne Cohen (Counselor Education & Student Affairs)
- Graduate Faculty Representative, College of Visual & Performing Arts – Michael Covello (Art & Design)

Honorary Degree Committee – 2 years

- Non-Teaching Faculty Representative – Brandon Nolt (Sports Medicine)
- College of Liberal Arts & Sciences Representative – Nicole McClure (English)

International Affairs Committee – 2 years

- College of Business Representative – Necati Tekatli (Business Administration)
- College of Liberal Arts & Sciences Representative – Ju Zhou (Mathematics)
- College of Visual & Performing Arts Representative – Kate Clair (Communication Design)
- At-Large Faculty Representative – Steven Schnell (Geography)
- Academic Dean/Director – Open

Institutional Climate Committee – 3 years

- Faculty Member from the College of Education Representative – Christopher Weiler (EMLT)
- At-Large Faculty Representative – Renee Hellert (Intercollegiate Athletic Services)
- At-Large Minority Faculty Member Representative – Mathias Le Bosse (Geography)
- At-Large Minority Professional Staff/Manager Member Representative – Nykolai Blichar (Student Involvement Services)

Institutional Review Board – 2 years

- Non-Scientific Area Representative – Yoon Mi Kim (Social Work)
- Non-Scientific Area Representative – Myung Song (Mathematics)
- Scientific Area Representative – Andrew Mashintonio (Biological Sciences)

Library Committee – 2 years

- College of Education Representative – Open
- College of Liberal Arts & Sciences Representative – Sandra Leonard (English)
- Library Faculty or Staff Representative – Robert Flatley (Rohrbach Library)
- Professional Staff/Management Representative – Open

Professional Development Committee – 2 years

- College of Education Representative – Open
- College of Education Representative (Alternate) – Sally Hyatt (Counselor Education & Student Affairs)
- College of Visual & Performing Arts Representative – Jonathan Joy (Cinema, Television and Media Production)
- College of Visual & Performing Arts Representative (Alternate) – Jayne Struble (Arts & Design)

Research Committee – 2 years

- College of Business Representative – Rajeev Kumar (Business Administration)
- College of Business Alternate – Necati Tekatli (Business Administration)
- Member of Social Sciences, College of Liberal Arts & Sciences – Ko-Hsin Hsu (Criminal Justice)
- Member of Social Sciences, College of Liberal Arts & Sciences, Alternate – Yasoda Sharma (Social Work)
- College of Visual & Performing Arts Representative – Daniel Haxall (Art & Design)
- College of Visual & Performing Arts Alternate – Open
- Administrator Representative – Open
- Administrator Alternate – Open

Space Allocation Committee – 2 years

- College of Business Representative – Open
- College of Education Representative – Open
- Professional Staff/Manager – Honey Svoboda (Conference & Event Services)

Student Faculty Review Board – 3 years (Not filled since it will be dissolved soon)

- At-Large Faculty Representative
- At-Large Faculty Representative
- At-Large Faculty Representative

University Academic Honesty Committee – 3 years

- College of Education Representative (1 year) – Christopher Bloh (Special Education)
- College of Liberal Arts & Sciences Representative – FangHsun Wei (Social Work)
- College of Visual & Performing Arts Representative – Elizabeth Schneider (Art & Design)

Undergraduate Admissions Exceptions Committee – 2 years

- College of Liberal Arts & Sciences Undergraduate Faculty – Perry Lee (Mathematics)
- College of Visual & Performing Arts Undergraduate Faculty – Daniel Neuenschwander (Music)

Undergraduate Exceptions Committee – 3 years

- College of Business Representative – Norman Sigmond (Sport Management)
- College of Liberal Arts & Sciences Representative – Yoon Mi Kim (Social Work)

University Conduct Board – 3 years (Staggered)

- At-Large Faculty Representative – Sally Hyatt (Counselor Education & Student Affairs)
- At-Large Faculty Representative – Daniel Aruscavage (Biology)
- At-Large Faculty Representative – Diana Elliott (Counseling & Student Affairs)
- Professional Staff/Administration Representative – Anne Reel (Transportation)

University Safety & Security Council – 2 years

- At-Large Faculty Representative – Brandon Nolt (Sports Medicine)

University Traffic Bureau – 3 years

- At-Large Faculty Representative – Yong Zhang (Computer Science & Information Technology)
- Professional Staff Representative – William Eben (ResNet Coordinator)

T. Wong: Diversity Report on Willingness to Serve:

- 82 available positions, 63 respondents; 72 appointments go to 57 people
- Gender: 33 females and 30 males with interest; appointed 30 and 27 respectively
- Colleges are well represented

E. Kraal: University has been downsized, but we are still running on the same model, should we consider looking at the percentages compared to the total number of people on campus?

T. Wong: We are looking at which committees can be merged and which can be restructured, communication is lacking when there are too many groups, there is a lot of repetition so we are looking at which committees should be kept and which should be streamlined. Report will be given next month. Open positions are due to the university hiring less tenure track faculty.

a. Senate Secretary – M. John

Governance Committee Elections for Service Beginning Fall 2022:

Grade Appeal Board

College of Visual and Performing Arts (Tenured) – 3 years

- Henry Alviani (Music)

Committee on Committees

College of Liberal Arts and Sciences (Tenure or Tenure Track) – 3 years

- FangHsun Wei (Social Work)

College of Business (Tenure or Tenure Track) – 3 years

- Feisal Murshed (Business Administration)

Strategic Planning and Resources Committee

College of Liberal Arts and Sciences (Tenure or Tenure Track) – 3 years

- M. McLoughlin (Mathematics)

College of Liberal Arts and Sciences (Tenure or Tenure Track) – 3 years

- Open

Non-Teaching Faculty\At-Large Faculty (Tenure or Tenure Track) – 3 years

- Anne Carroll

Non-Teaching Faculty (Tenure or Tenure Track) – 3 years

- Marlene Fares

At-Large Faculty Representatives – Nominations received: Elections will be held next week to determine which nominee receives the sabbatical position and which receives the 3-year term.

At-Large Faculty – 2 positions plus 1 sabbatical replacement

- Henry Alviani
- Kate Clair
- Dannell MacIlwraith

Senate Representatives needed on the following Governance Committees beginning Fall 2022

- Enrollment Management Committee – 3 years (current rep Tony Wong)
- Institutional Climate Committee – 3 years (current rep Erin Kraal)

b. University President – K. Hawkinson

- Thanks to all who participated in Chancellors visit last week,
- Chancellor met with Cabinet members, Trustees, faculty leaders, student leaders, he had a great day, very happy with KU's progress with regard to sustainability indicators, balanced budget, reserves, retention rate, 4-year graduation, enrollment planning, etc.
- President will give speech on retention rate at Board of Governors meeting, focusing on how institutional financial aid has helped in retaining students at KU,

- Next year we will be committed to over \$12m in institutional financial aid (significant increase from 2015) which corresponds with retention rates for overall students, underrepresented students, athletes and many more groups. Increases in funding and wrap around services contributes to increased retention rates as well,
- The foundation has given over \$2m in foundation aid in the form of scholarships to KU students,
- KUSI gives a substantial amount of money to support students, millions of dollars in grants are being brought in by faculty in various areas,
- Advocacy is very important in order to receive funding; this has been very successful over the past years for the governor's budget,
- Meeting with 15-20 regional legislators to ask for support very soon; thanks to every one for hard work this academic year.

c. University Provost – L. Basden Arnold

- We are moving forward with Starfish, advertisement for Starfish Manager position will be posted soon, implementation and training will be developed,
- KU received \$1.2m grant from the National Science Foundation for the recruitment and education of teachers in K12 STEM areas, we are all concerned about the national teaching shortage particularly in STEM areas so this is very important work,
- Computer replenishment is on the way, we had a supply chain issue, deployment will move to summer, Wi-Fi coverage on campus will be improved,
- Opportunities for universal design learning and professional development: more opportunities will be available in the future to engage in lifelong learning for faculty,
- Getting ready to start looking at what searches will be conducted for the following AY: Tenure Track, FDI faculty cluster hires. A group of faculty will be hired simultaneously in a particular diversity theme related to their subject area; these faculty will have a built-in faculty support group,
- Starfish is a student collaborative success platform; there are a lot of features built in, one system will be available for attendance, transcripts, advising, graduation requirements, communication with students and faculty, it provides a web of support around students to aid with better collaboration. Starfish has a high rate of success,
- MyKU will gradually be phased out as we move on to Banner because some of the features are redundant to Banner. Starfish will not replace D2L but it does interface with D2L. As we move forward, workshops will be provided,
- Banner is the one system that PASSHE is moving towards, it is an improved version to PeopleSoft.

D. Johnson: Faculty should be reminded about current final exam policy: > 33% cannot be used for final exam. Faculty must be available to students during that week, and arrangements should be made to contact students based on availability.

d. Student Government Board – K. Sherry

- SGB and KUSI passed budget with increase; congrats to budget committee for working on this,
- Resignation and dismissal policy approved,
- E-board enjoyed Chancellor's visit,
- Umbrellas will be donated to Stop the Hate event, SGB will encourage members to attend,
- BSGP conference was hosted by West Chester last Saturday, very productive,
- Elections will be held on April 19th
- Advocacy: will be in motion.

e. Assessment Office – N. McClure

- Annual report presented today and will be posted to the university's website,
- Open office hours will be held about the report,
- In the process of providing feedback for the action reports,
- This should all be done by the end of the semester; department chairs will be able to access feedback,
- Annual assessment grant competition is very healthy this year, applications are currently under review, decisions will be made soon,
- New three-year cycle will be started: 3-year assessment plan and annual report will be requested in September for AY 2021/2022,
- Professional development workshops are currently being planned,
- FYS data will also be presented in early August.

V. Unfinished Business

1. **Final Examinations (ACA-025)**
2. Course Grading – Undergraduate Students (ACA-048) @ ASPC
3. Course Withdrawals (ACA-011) @ ASPC
4. Senate Constitution Revisions - @ Task Force [tabled for JEDI work]

VI. New Business

Final Assessment Policy Revisions: Sally Hyatt (Vice Chair ASPC)

1. A final assessment is required in every course.
2. The format of a course's final assessment is to be determined by the faculty member teaching the course, who will choose the most effective method for assessing student growth. Acceptable formats for final assessments include, but are not limited to, comprehensive papers, presentations, performances, portfolios, case studies, projects, and written examinations.

3. Interaction between faculty members and students during the Final Week is required. If the course has an assigned final exam time slot, it must be used either for:

- a. the final assessment;
- b. an activity related to the final assessment; or
- c. an activity in the course's assigned modality.

4. The faculty member's plan for interacting with their students during Final Week, as well as the format of the final assessment, is to be reported to the appropriate department chair (or their designee) no later than two weeks prior to the first day of Final Week. Course syllabi, course guides, or first day handouts that include this information meet reporting requirements.

5. Course materials provided to students on the first day of class must include the weight of the final assessment in relation to students' overall course grades. Whenever compatible with the course structure, it is recommended that a final assessment not account for more than one-third of a student's overall course grade.

S.Lem: Open for discussion.

S.Hyatt: Final Assessment modality is not specific, if activity is done this must meet the modality. 33% is only recommended due to courses that are not being run for the full semester example: 7-week courses, this is meant to ensure inclusivity.

D. Johnson: Past practice, maximum of 33% was used for students having one bad day. Did the committee address this?

S. Hyatt: Capstone projects were discussed; this can be taken back to the committee.

S. Lem: Motion to table for feedback from departments. R. Courtney moves, D. Johnson seconds; all in favor, motion passes.

S. Lem: Materials go out to senators on SharePoint and D2L. Please go to departments for feedback.

Individualized Instruction (ACA-034) S. Hyatt

S.Lem: In February feedback was taken back to committee based on discussion from the Senate body. Another revision to the policy was created.

S. Hyatt

1. For undergraduate students, individualized instruction (II) is only available for those who have earned at least 30 credits. For graduate students, II is only available after approval of degree candidacy and earning 12 graduate credits. Professional credit students cannot register for II.

2. In order for a student to request a course be taught by II, it must be a regular University course that is not scheduled to be offered that semester. In addition, it must be a required course in the student's program of study.

3. A student may take only one course taught by II per semester.

4. A student may not repeat any course by II.

5. Under extenuating circumstances, exceptions to the policies stated above in parts 1, 2, 3, and 4 may be granted with the approval of an academic advisor of the student, the appropriate department chair, and the appropriate dean.

6. The student initiates the request for a course to be taught by II with the appropriate department chair. The course instructor, the appropriate department chair, and the appropriate Dean must all approve that a course be taught by II. The completed form must be submitted to the Registrar's Office by the last day of the Add/Drop Period of the semester in which the course will be taught.

7. A student enrolled in a course taught by II may expect to meet with the instructor for at least five contact hours per credit offered. Examinations and other work will be comparable to the requirements of the course when it is offered as a regular course.

S.Lem: Discussions? All in favor of approving the policy as presented? All in favor. Thank you to the committee for hard work.

VII. Good of the Order

D. Johnson: There are programs that do not have enough faculty to offer a section, this can be a problem for programs who cannot offer more than one II.

L. Basden Arnold: Both IIs and ISs can be used. The policy allows for some exceptions so there are ways to manage this even within this proposal.

S. Lem: This revision makes it easier.

VIII. Adjournment

E. Kraal moves to adjourn, T. Wong seconds; all in favor. Meeting adjourned at 5:30 PM.

Please note: University Senate meetings are recorded to facilitate the documentation of University Senate proceedings (minutes). Audio recordings are only shared with members of the University Senate Executive board and support staff. Records will not be uploaded to the internet, shared or transmitted.

Respectfully Submitted,
Mauricia John
Senate Secretary