**College of Humanities and Social Sciences**

**College Faculty Council**

**Minutes**

**August 27th, 2019 • 11:00am • SO 5012**

*In attendance:* Jonathan Arnett (TCID), Al Churella (HIST & PHIL), Beth Giddens (ENGL), Tim Hedeen (SCMPD), Shawn Long (CHSS), Sarasij Majumder (ISD), Tim Martin (PSYCH), Jennifer McMahon-Howard (SCJ), Andy Pieper (SGIA), Debarati Sen (GEO & ANTH), Federica Santini (DFL)

*Secretary for meeting:* Beth Giddens

*New business*

1. Welcome to Dean Long.

CFC members introduced themselves to the new CHSS dean and welcomed him to campus.

1. Dean’s topics for consultation with CFC or faculty colleagues

Dean Long stated that he believed in a strong shared governance model and saw the CFC as a key part of it. He named priorities for the college this year, including the R2 Roadmap (focusing on the Passport Program, research, and engagement), searches for four chairs and nine replacement faculty lines, an analysis of the college budget, the establishment of innovation hubs (with the first being one focusing on health), and upcoming meet-and-greet events for college affinity groups, beginning with staff and continuing with assistant, associate, and full professors and with part-time faculty. In regard to the budget, he stated that he has asked all college units to spend 80 percent of their funds by February in order to ensure that all funds are used.

1. Faculty topics for consultation with Dean
   1. Workload policy

The CFC engaged in a lengthy discussion of last year’s establishment of a workload policy for the college. Faculty described multiple problems with the process followed to establish the policy and with the policy itself. Members felt the process was illegitimate because it excluded substantive faculty input at the outset, was based on a comparison study that became invalid once KSU became an R2 university, and used 60/30/10 proportions for teaching, research, and service that are not realistic. Faculty requested transparency in actual teaching loads for all full-time faculty with the publication of a list each academic year, the creation of a specific appeals process, and realistic recognition of the time demands of service that faculty are compelled to do within their departments (such as in the cases of international engagement, expectations for joint-appointed faculty, and participation on critical departmental and college committees like P&T).

b. R2 Roadmap

CFC members expressed much frustration among faculty with the R2 Roadmap concept and process last year. They questioned what had become of KSU’s long-standing priorities of offering a quality undergraduate education and being a university engaged in its community. They noted that the R2 classification was imposed from outside the university and that the process for responding to the change was intellectually dishonest because it was not transparent and because administrators resisted faculty recommendations on key issues such as the definition of research, insisting on real-world application rather than embracing a broader concept that includes all kinds of basic research and scholarship. They explained that the focus on external grant funding and PhD completion undermined the university’s commitment to undergraduate education and was in conflict with the focus on undergraduate teaching, which is a rationale for the workload policy. An emphasis on external funding may be detrimental to CHSS as a whole because STEM fields seem to have the advantage in this paradigm.

c. Academic program evaluation

CFC members asked for more clarity about the purpose and likely uses of requests from the university for data about academic programs. They also asked for a reasonable amount of time to respond to the requests. Members explained that departments cannot tell if the requests are sincere and consequential, or if they are merely “checking off the boxes” on forms that don’t matter. In addition, some members were concerned about the degree to which learning outcomes echoed university themes such as High-Impact Practices, and whether outcomes other than HIP-related ones would be viewed negatively. In general, CFC members noted that there have been so many data requests and assessment schemes before and since consolidation that departments don’t know what to make of them, and many wonder if they are worth the time that they demand.

d. Salary compression and inversion

CFC members stated that compression and inversion have been persistent and real concerns at KSU for a long time, and particularly since consolidation. They noted that although faculty have received merit raises in five of the last 11 years, they have not kept up with inflation and have not offset changes in the cost of health insurance. A growing number of faculty face financial hardship, especially now that the online per-student dividend has been curtailed. They described how the inadequacy of merit raises and the expanding problems of compression and inversion are intertwined with faculty views about last year’s changes to the university’s conflict of commitment and intellectual property policies. They explained how salary inversion creates problematic relationships among colleagues, particularly between higher-paid new hires and lower-paid tenured faculty who evaluate them and who must perform more internal service work. They requested transparency about the awarding of merit raises so that faculty have confidence they are assigned equitably. They requested clear connections between announced performance criteria and merit raises. Dean Long stated that addressing these issues will require a multi-year strategy.

e. Global fee impact on students, faculty

CFC members expressed concern about global fees that students pay. Some fees have been significantly reduced and affect programs like study abroad. Faculty wonder why study-abroad programs have been targeted and are concerned that fewer students will participate because the university’s support has declined.

*Housekeeping*

1. CFC bylaws: proposed updates (need ten days’ notice, so vote in Sept.)
2. CFC meeting secretary rotation

*Closing*

1. Agreement on tasks assigned today
   1. Dean Long will follow up with chairs on establishing transparency in merit raises.

*Meeting adjourned at 12:15 pm.*