CHSS College Faculty Council

Valentine’s Day 2017 Edition

Voting members present: Ken White (presiding, SCJ), LeeAnn Lands (Taker of Notes, HP), Brandon Lundy (apprentice Taker of Notes, GEOG/ANTHRO), Neysa Figueroa (FL), Terry Carter (DWMA), Sarasij Majumber (ISD), Dorothy Marsil (PSYC), Beth Giddens (ENGL), Steve Collins (PSIA), Chuck Aust (COMM)

Ex-Officio: Dean Robin Dorff

Guest: Senior Associate Dean Thierry Leger

1. Minutes: Dean Dorff requested some minor changes in the previous minutes. Minutes were approved with changes. (See attached.)
2. Dean’s announcements:

* Academic Learning Center (ALC) will not be in this year’s budget. The money for USG buildings is primarily going to complete a project at Georgia Tech. Recall that money had already been invested in the design of the ALC. Unfortunately, this impacts our college in particular and the availability of office space. (It was noted we are at least four years away from having any substantial new office space on campus.)
* The Dean, et al., are working on incentives to support faculty willing to work from home. Nothing has been settled yet, but we’re considering laptops, screens, printers, recurring incentive payments, and the like. We’re also looking at mobile lab and other spaces, though likely not mobile classrooms. It was noted that we need private space to engage with students in ways that meet FERPA requirements. It was also noted that temporary classrooms have a way of becoming permanent. The Dean will be running these incentive ideas past the chairs at their regular meeting this Friday. He would like to get the incentive plan to faculty soon so that we know how many would like to participate. The Dean will circulate the plan to CFC for feedback before it is publicly announced to the CHSS faculty.

1. Faculty Supervision Buy-out Proposal: Thierry Leger reminded those present that in 2012 we established a policy on supervision of graduate students. That point system allowed course reassignment or faculty development funds for the mentoring of theses and dissertations. We did this because most college faculty at the time didn’t have a “graduate level” teaching load. The system required 10 points for a course release or $300 faculty development funds per 1 point. It ended up that few people took advantage of the policy. Had faculty tried to cash in this money, CHSS would have owed $200,000. Because CHSS had extra cash this year, we looked at reimbursing faculty for accumulated points and ending this unsustainable policy. Currently we’re trying to pay the currently owed funds via a “buy out proposal” (see attached).

Right now the buy out proposal doesn’t allow those on 12-month contract to accumulate cash in points, but it is likely that portion will be eliminated. It was noted that extending the program to 12-month faculty would be a good will measure. It was noted that we have to finalize the buy-out plan quickly because we need to disperse the funds that are currently available.

The buy out proposal has been circulated to chairs and program directors and should have been distributed to all affected faculty.

The other major concern is what the new policy for graduate student mentoring will be. It was noted that departments will have the flexibility to accommodate those faculty who mentor a number of students with a reduced teaching load. Departments might also consider that mentoring as service, and then lower the faculty member’s service requirement. It was clarified that we likely won’t replace this mentoring policy with another free-standing mentoring policy, but we’ll incorporate the mentoring of graduate students into each department’s faculty workload policy.

1. Equity/compression: Ken White has met with the President regarding equity/compression and our 2015 and 2016 CFC letters. The President indicated that it is unlikely that KSU can do anything of significance about equity/compression this year, but perhaps can do something “significant” with next year’s budget. Ken asked that it somehow be communicated to faculty that we will be tackling this issue.

The Dean has had a follow-up conversation with the President regarding equity/compression, and hand delivered the 2015 and 2016 equity letters to the President (now his third copy of the letter). Associate Dean Leger has also recalculated equity/compression needs recently and it’s about $600,000+ for CHSS, and that information was given to the President. The baselines were recalibrated for assistant, associate, full. So, the President has the full history of equity/compression issues for CHSS, including the method of calculation. The Dean expects to hear a formal response from the President on this matter.

The amount of any equity money coming this year will likely become available in May/June, as usual.

CFC will wait to hear the formal response before taking any further action on the equity/compression matter. If we don’t hear anything by fall 2017 -- or see a line item in the following year’s budget -- then we need to follow up with the President.

1. Campus Carry: It is still unclear if the campus carry proposal will be approved by the state legislature and Governor. It is unclear how much control faculty/administration/staff will have in dictating policies specific to their campus (e.g., whether or not faculty members can choose to allow guns in their office).
2. Clarification on Political Activity: The email from President Olens has been misunderstood by some (many?) on campus. It has been interpreted to mean that faculty should not lobby the legislature or other politicians. It was pointed out that faculty cannot represent the university on matters related to the university. Faculty can act on their own behalves to speak to issues of relevance, including education matters. They should not use campus email, letterhead, or other university resources in conveying political opinions. Dean Dorff offered to help organize some clarification of this issue and how faculty can speak to socio-political issues. A lively discussion ensued as to whether departments or representative bodies could speak to issues of socio-political concern.

The meeting adjourned at 12:32 p.m..

CHSS College Faculty Council Meeting

17 January 2017

11:00 a.m. – 12:15 p.m., Dean’s Conference Room

**Draft Minutes**

**Attending:** Chuck Aust (SOCM), Terry Carter (DWMA), Steve Collins (PSIA), Dean Robin Dorff (CHSS), Neysa Figueroa (FL), Beth Giddens (ENGL), LeeAnn Lands (HIST-PHIL), Brandon Lundy (GEOG-ANTH), Sarasij Majumder (ISD), Dorothy Marsil (PSYC), Ken White (SCJ).

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| 1. Minutes for the December meeting were approved with minor changes. 2. Dean Dorff: CHSS update on initiatives, developments, policies, etc. 3. Dean Dorff will serve on KSU’s enrollment management task force, which will develop a plan for managing growth in student enrollment. 4. The office of the dean will begin distributing *News & Notes* to faculty during weeks when chairs’ meetings are not held. 5. Dean Dorff hand delivered the CFC equity letter to both the president and the provost when he met with them. He discussed the issue with them. The president stated that he was committed to addressing equity issues. Budget discussions will get underway once more information is available from the legislature. The dean supports allocating faculty lines and staff positions that support KSU’s academic mission. 6. CHSS has had a good year for temporary funding from summer and online teaching. College chairs are collectively prioritizing a list of projects to fund. These projects span a range of needs including course development, technology, classroom renovation, and marketing. 7. The Deans’ Council, which includes Dean Dorff, will soon release a white paper on the alignment of KSU’s core mission and budget allocations. A decade ago, approximately 52 percent of KSU’s budget supported academics; now about 42 percent does. The deans are recommending a re-balancing of the budget. 8. The college is trying to compete more effectively with e-core classes by establishing lecturer lines dedicated to online teaching. Currently our students are choosing our online classes over e-Core but we still lose too many because we don’t have enough seats to meet demand. 9. Funding for the academic advising building has not yet appeared in the BoR or state’s budget proposals for next year. It is not clear if the item was omitted accidentally or if the funding is on hold. |
| 1. The CFC continued its discussion of a proposal for a college-wide third-year review policy for lecturers. It agreed to advocate the current policy of allowing departments to determine how lecturers should be reviewed at this juncture. In addition, it recommended that CFC representatives remind their departmental colleagues about the choices available. Departments need to decide on a policy and write it into their departmental bylaws. If no policy is stated in the bylaws, then departments will default to university guidelines. 2. The CFC continued its discussion of next steps, if any, on the salary inequity issue. Ken White shared the results of CFC internal “poll.” |

The meeting was adjourned at 12:20 p.m.



Office of the Dean

College of Humanities & Social Sciences

Date: February 3, 2017

From: Thierry Léger, Senior Associate Dean

To: Graduate Program Directors

RE: Graduate Faculty Compensation for Dissertation & Thesis Supervision Buyout Proposal

CC: Robin Dorff, Dean, CHSS

Mike Dishman, Dean, Graduate College

CHSS Department Chairs

In 2012, CHSS established a College-wide policy for crediting faculty involved in the supervision and evaluation of CHSS graduate students at the masters and doctoral levels called “Credit for Faculty Supervision and Evaluation of CHSS Graduate Students” (see attached document). The majority of graduate faculty who have accumulated points under this policy have not redeemed them for either course reassignments or professional development funds. In a recent survey of graduate program directors, I learned that faculty have accumulated points that if converted to faculty development funds would amount to a total in excess of $200,000. Clearly, this policy is not sustainable. In addition, the college created this policy at a time when we were building graduate programs with a small cadre of graduate faculty who were expected to be more active in research and creative activity than their non-graduate faculty colleagues were. Consequently, the current policy for crediting faculty involved in the supervision and evaluation of CHSS graduate students at the masters and doctoral level will be phased out at the end of the spring semester 2017. A new compensation model based on faculty workload and flexibility in redistributing the service workload toward graduate student supervision will be drafted in the coming weeks to be effective fall 2017.

In an effort to honor the existing graduate faculty compensation policy and in recognition of graduate faculty’s major contributions towards students’ learning and accomplishments, CHSS is proposing a generous buyout option. However, as stated on the current policy, “Faculty members with workloads that include the various supervisory and evaluation activities described in this document are not eligible to accumulate points through this program” (see note 3. p. 1). This clause is interpreted as applying to all 12-month faculty and to any 9-month graduate program directors who receive a stipend as part of their role as directors. Graduate faculty who accumulated points prior to or after serving in such a role can redeem their points, but faculty cannot accumulate points while holding any 12-month position or a nine-month position with stipend as graduate program director.

Although the current policy sets a limit of how many points can be redeemed during a given year (10 points for a course reassignment and 10 points as professional development fund), this buyout proposal will allow faculty to redeem up to a maximum of 30 points as follows:

1. If a faculty has accumulated one to seven points, s/he may redeem these points for professional development funds to be used during spring 2017 (see #5 below for deadline details).
2. If the faculty member has accumulated eight to fifteen points, s/he may redeems all points by receiving either a) a course reassignment within the next two academic years based on scheduling needs as agreed with the Department Chair or School Director of the unit where the points have been accumulated and professional development funds for points in excess of ten, or 2) professional development funds to be used during spring 2017. Course reassignment agreement must be completed by the end of March 2017. (See #5 below for deadline details).
3. If a faculty member has accumulated sixteen to twenty points, the first ten points must be redeemed as a course reassignment (see 2.a above), and the remaining points can be redeemed for professional development funds. Course reassignment agreement must be completed by the end of March 2017. (See #5 below for deadline details).
4. If a faculty member has accumulated more than twenty points, the first ten points must be redeemed as a course reassignment (see 2.a above), and the remaining points can be redeemed for professional development funds. Faculty members who are redeeming more than ten points for professional development funds may ask that professional development funds be split equally over two academic years: Spring 2017 and the next academic year. Course release agreement must be completed by the end of March 2017. (See #5 below for deadline details).
5. For funds that needs to be spent during this academic year, strict deadlines apply:
   1. All professional development funds, including travel, must be encumbered by April 15, 2017;
   2. All funds encumbered for equipment, books, and other supplies must be spent by May 31st, 2017;
   3. If funds are used to attend a conference, the faculty’s trip must be completed by June 15, 2017.

Because CHSS has limited funds to allocate to this buyout program, all buyout request must be made through the graduate program director, then directed to the Department Chair or School Director where the supervision took place, and then to Thierry Léger at [tleger@kennesaw.edu](mailto:tleger@kennesaw.edu). Deadline to submit Buyout request, including splitting professional development funds between spring 2017 and academic year 2017-2018 (see #5 above) is February 17, 2017. To provide an accurate description of points accumulated, program coordinators must use the attached template to report points earned.

Faculty having questions regarding this Graduate Faculty Compensation Buyout Proposal can contact Thierry Léger.