

Kennesaw State University Part-Time Faculty Council

Meeting -- February 22, 2017
Prillaman – Room 2008
3:30 – 4:45 PM

Agenda

1. Call to order
 2. Q&A with President Sam Olens (see additional documents attached)
 3. Approval of January Minutes
 4. Announcements
 - A. Election of 2017-19 officers – final call for nominations – deadline March 8th
 - B. Meet & Greet w/Provost Harmon - 4:00 on March 13th at California Dreaming
 - C. Next meeting/election - March 22nd at 3:30 in Prillaman Room 2008
 5. Other matters (as time permits)
 6. Adjourn
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- All meetings are recorded. Recordings are used internally to compose accurate meeting minutes only. Once meeting minutes are approved, recordings are erased.
 - Representatives are reminded to silence cell phones prior to the start of the meeting.

Kennesaw State University Part-Time Faculty Council

Questions for President Olens - PTFC Meeting – February 22, 2017

1. Many part-time faculty are teaching three credit hour courses at very low per course rates. The average is \$2400-2800 per course per semester. The last across-the-board pay adjustment we had was in Spring 2015. Can we expect a pay raise anytime soon?
2. Part-time faculty receive no health care benefits whatsoever. If PTF are willing to pay 100% of their premiums, why can't they participate in the USG's health insurance program in order to take advantage of the large group rates and benefits package?
3. Many part-time faculty are involved in academic research and wish to attend academic conferences to present their work. At one point a few years ago, a KSU dean made \$500 in travel funds available to any PTF wishing to present at a conference. Why can't funds be set aside within each college for PTF conference travel?
4. Many of KSU's part-time faculty wish to pursue terminal degrees so that they can apply for full-time positions at the university. However, higher education is very costly, especially on a PTF's salary. Why are PTF not included in the USG's Tuition Assistance Program (TAP)?
5. Part-time faculty have to wait 60 days before their first paycheck each semester. Then at the end of the semester, PTF receive two checks within two weeks of each other.
 - A. Why is this pay schedule the USG policy?
 - B. Do you think this is fair to make PTF wait two months for their first check?
 - C. Are there steps being considered to change this?
 - D. If not, are you willing to champion this issue for us?
6.
 - A. What are your feelings on the "State of the Arts" at KSU?
 - B. Where and how do you see the COTA going and growing?
7.
 - A. Why are there so many CETL opportunities for full-time faculty but so few for PTF?
 - B. Given that most PTF can't get summer classes due to limited availability, why aren't there more CETL opportunities that offer stipends over summer semester?
8. The KSU Faculty Senate Handbook allows part-time faculty one vote on Senate issues while full-time faculty have one vote per department. Since the number of part-time faculty is almost equal to the number of full-time faculty at KSU, why aren't part-timers given a greater voice in shared governance?
9. Regarding the USG Office of Legal Affairs' memorandum dated 12/1/16 regarding Policy Guidance on Political Activity (included), can you clarify a few points for us?
 - A. Does listing KSU as an employer on social media sites where personal political beliefs are expressed pose a conflict?
 - B. Who decides what a conflict is and what is not?
 - C. Who is monitoring this type of activity?
 - D. Is communicating back/forth with colleagues via Zimbra when political beliefs are expressed considered an issue?
 - E. Why wasn't this memo distributed widely across campus as are other such memos from the BoR?

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10. Part-time faculty do not have a unified experience when hired at KSU. They are invited to New Faculty orientation within their departments, but many do not attend and are not required to because they do not receive compensation. What do you think might be done to help alleviate this?
11. Compared to national averages, KSU has a high percentage of part-time faculty, which might be due in part to our low number of graduate students.
 - A. Do you foresee this changing in the future?
 - B. Do you feel it is more beneficial to pay part-time faculty salaries or to fund more graduate teaching assistant positions?
12. You have mentioned increasing the number of full-time faculty positions to reduce the number of part-time faculty teaching at KSU. If full-time lecturer positions are created to address this, would you support current part-time faculty being given priority in the searches to fill these positions?
13. Some departments are very supportive and inclusive of their part-time faculty. Others, according to PTF anecdotes, treat them as "second-class" citizens.
 - A. How do you see part-time faculty as members of the KSU institutional culture?
 - B. Should part-timers be silent teachers who simply fill a necessary role? Or should they be active members of the campus community who are considered and consulted when making departmental, college-level, and university-wide decisions?
14. How do you see the role of part-time faculty changing at KSU over the next 5-10 years?
15. According to an op-ed piece in The Sentinel dated 2/6/17 (included), you were "too timid" in your response to President Trump's action on immigration. Many PTF are concerned for their students' welfare. Now that you have had more time to analyze the situation, do you have anything further to add to the statements you made in your January 30th campus-wide email?

NOTE: A question was submitted about PTF participation in study abroad programs. This issue was resolved in Fall 2016 and discussed at one of the monthly PTFC meetings. Interested part-time faculty should see their chairs/deans for details about participation in study abroad.



**BOARD OF REGENTS OF
THE UNIVERSITY SYSTEM OF GEORGIA**

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MEMORANDUM

To: University System Presidents
From: The USG Office of Legal Affairs
Subject: Policy Guidance on Political Activity
Date: December 1, 2016

As you are aware, the University System of Georgia (USG) has a number of policies regarding political activity. With the approach of the new year and the upcoming 2017 Legislative Session, the Office of Legal Affairs is providing the following guidance to address some specific areas as they relate to our institutions and campuses. Please feel free to share this information with your campus communities. If there are any questions or additional information is needed, the USG Office of Legal Affairs can be reached at (404) 962-3255.

Employee Expression of Political Opinions

We respect the rights of our employees to share their own views on political issues. It is important, however, that they do so only in their personal capacities, and that it is done in a way that does not interfere with work, does not involve improper use of state resources, and does not create the appearance that the employee is speaking on behalf of the USG or its institutions. For example, employees desiring to express personal views to elected officials or other third parties: (1) must make it clear their views are personal in nature and do not represent the views of the USG or its institutions, and (2) may not use state resources (including work email) or work time to communicate these views.

In addition, employees are prohibited from using any USG registered trademarks when expressing personal opinions on issues, unless they are otherwise specifically authorized to do so.

Employee Involvement in Political Campaigns

Individuals may not hold elective political office at the state or federal level while employed by the USG. Any employee seeking elective office must notify his or her direct supervisor and request a leave of absence without pay prior to qualifying as a candidate.

Employees are also prohibited from managing or taking an active part in political campaigns during work hours or where such involvement would otherwise interfere with work responsibilities. Under no circumstances may employees use any state property, resources, or materials in conjunction with any political campaigning.



Kennesaw State President Samuel Olens sent a campus-wide email on Jan. 30 addressing the immigration order by President Donald Trump. Photo credit: Cory Hancock

Opinion: Olens' response to Trump's immigration ban is too timid

February 6th, 2017 [Lauren Leathers](#)

Kennesaw State President Samuel Olens sent a campus-wide email on Jan. 30 addressing the immigration order by President Donald Trump. Photo credit: Cory Hancock

KSU President Sam Olens appears to have a more timid response to President Donald Trump's proposed immigration ban when compared to other university presidents, who seem to take more direct stands with their students.

Olens sent out a campus-wide email on Jan. 30 regarding Trump's executive order, who to go to with questions or concerns, and how to schedule a consultation regarding visa status.

"We recognize that many of you have questions related to this action," Olens' email read. "Please know that the safety and well-being of our campus community are our top priority. We are closely monitoring this evolving situation and are coordinating with the University System of Georgia and all relevant state and federal agencies."

Although Olens says that safety is the priority on campus, there is no mention of standing behind the students of KSU in direct support. The email is short and straightforward, only stating the facts.

I feel that the people in our community are all here for one purpose: to get the best scholarly experience that the university can provide. If anyone in our community has that opportunity jeopardized or feels scared in a place of learning, then action should be taken. Our community should feel absolutely supported by our leader.

Many university presidents have shown passion and support for their students, openly stating their doubt of the executive order in well-constructed, lengthy messages.

On Jan. 29, Harvard University President Drew Faust responded with a message titled “We Are All Harvard” that showed a deep passion for students and mentioned that international students and scholars help make up the overall identity of the university.

“Although the situation remains in flux and doubt, I write to share information about resources available to students and faculty and to underscore that our international students and scholars are essential to our identity and excellence,” Faust said. “We are all Harvard.”

Faust stated that nearly half of the deans of Harvard’s schools are immigrants— from India, China, Northern Ireland, Jamaica and Iran.

“It is a crucial ingredient in making American higher education a singular national asset, the destination of choice for countless scholars and students whose contributions serve our nation and our world,” Faust said.

Peter Salvoes, the president of Yale University, announced in a campus-wide email his underlying concerns about the ban and his support for the students.

“We are alarmed by this executive order,” Salvoes said. “Together with many others in and beyond the Yale community, we question the motivation underlying it and recognize that it departs from long-standing policies and practices in our country.”

Salvoes also discussed the importance of international students and scholars from other countries not only to the university but to the nation.

“Our campus includes more than 5,000 international students and scholars from 118 countries — they are part of the very lifeblood of this university,” Salvoes said. “Not only do immigrant and international students and academics contribute to our university, but they also contribute tremendously to our nation.”

Olens did not mention standing with students, nor the importance that international students bring to the school in his email, which should greatly concern the KSU community.

Richard Brodhead, president of Duke University, affirmed his commitment to students on Jan. 29 in a campus-wide message, stating that they will pursue scholarship regardless of their background.

“To that end, we want to restate our fundamental commitment to ensuring that all students and faculty can focus on what brought them here in the first place: to get a world-class education and pursue scholarship in an environment that supports them regardless of their background,” Brodhead said.

The presidents of Harvard, Yale and Duke show their support for their international students through stating the importance they bring to the university. The leaders of these schools stand with their students in this battle against the executive order.

As a community, it is our duty to stand together and support those in fear. International students help build our community. This country is built upon diversity, and it is the minds of people with different views and from different nations that bring a new perspective.