

# Kennesaw State University Staff Senate

Officers: Michael Fellows, David Tatu, Kevin Williams

Ad Hoc Committee: Tiffani Reardon, David Tatu

Non-voting: Nicole Connelly

## **Topic: Staff Teaching Policy Revision Request**

Resolution requesting a revision of Kennesaw State University's staff teaching policy, currently set to go into effect fall 2019, with input from Staff Senate's officers and ad hoc committee.

WHEREAS, According to Academic Affairs, 90 staff members at Kennesaw State University have taught 327 course sections in varying departments from Fall 2017 to Spring 2019;

WHEREAS, Kennesaw State University's Interim Provost, Ron Matson, and Director of Human Resources, Karen McDonnell, signed and announced a new policy on November 2, 2018 stating that as of fall semester 2019, full-time staff at Kennesaw State University can no longer receive additional compensation or "overload" for teaching credit-bearing courses at Kennesaw State University;

WHEREAS, Staff have been informed on multiple occasions that they may still teach and receive compensation at other University System of Georgia institutions, granted it does not cause a conflict of interest, and staff at other University System of Georgia institutions may still teach at Kennesaw State University and receive additional compensation;

WHEREAS, Staff have been told that they may continue to teach with compensation for the Kennesaw State University College of Continuing and Professional Education, granted it does not cause a conflict of commitment to the standard 40-hour work week;

WHEREAS, Staff have been told that they may teach at Kennesaw State University for no additional compensation when included as part of their full-time workload, but staff have also been told that current staff members may not adjust current job descriptions or salaries to include teaching as part of their full-time workload;

WHEREAS, Staff do not sign exclusive contracts with their full-time positions and are compensated for a standard 40-hour work week and are therefore not committing a conflict of interest or conflict of commitment by earning additional compensation for work done outside of the standard 40-hour work week;

WHEREAS, Academic departments are expected to schedule full-time faculty for their full workload before scheduling part-time faculty, including staff teachers, and therefore allowing staff to teach does not affect a full-time faculty member's workload;

WHEREAS, Faculty are eligible to earn additional compensation in the off-contract summer months for teaching and non-teaching work, and faculty are eligible to earn additional compensation for work on University System of Georgia grants and for building a new online course;

WHEREAS, Staff teaching at Kennesaw State University brings benefits to students and the university as a whole including, but not limited to, those stated on the attached benefits sheet;

**The Staff Senate supports the following:**

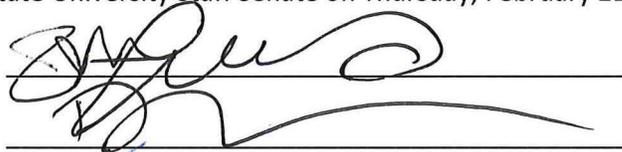
RESOLVE, that Kennesaw State University revise the staff teaching policy such that staff may be scheduled and paid additional compensation for teaching when the following conditions are met;

1. All full-time faculty in an academic department are scheduled for their workloads before scheduling staff;
2. All scheduled staff meet Southern Association of Colleges and Schools requirements to teach the courses scheduled;
3. Staff are scheduled only for courses outside their standard 40-hour work week, in consultation with their supervisor;
4. Staff are scheduled no more than two courses per academic semester.

RESOLVE, that the Staff Senate requests a meeting with Kennesaw State University's President, Dr. Pam Whitten, and Provost, Dr. Kathy Schwaig, the Staff Senate executive committee, and the Staff Senate staff teaching ad hoc committee to further discuss the staff teaching policy.

Resolution approved by 2018-2019 Kennesaw State University Staff Senate on Thursday, February 21, 2019.

Michael Fellows, President



David Tatu, President-Elect



Kevin Williams, Treasurer



Tiffani Reardon, Ad Hoc Committee Chair



## Benefits of Using Qualified Staff as Part-Time Instructors

1. According to Academic Affairs, 90 staff members taught 327 courses at KSU between Fall 2017 and Spring 2019.
2. Kennesaw State University staff members are full-time members of the KSU community and therefore have a vested interest in the success of students and the campus community as a whole, much the same way that full-time faculty do.
3. Many Kennesaw State University staff members are professionals in the field in which they teach and have specific skillsets that the job force demands. The experience that those active full-time professionals bring to the classroom is invaluable. For example, we have:
  - a. An Assistant Dean considered a staff member teaching graduate-level leadership and ethics courses
  - b. An instructional videographer teaching an instructional video course that had not been taught for ten years due to lack of faculty with the skillset needed to teach the course
  - c. A communications professional teaching communication and media courses
  - d. An instructional designer teaching technical communication and instructional design courses
  - e. A recruiter for the political science graduate program teaching political science courses
  - f. An information technology professional teaching information technology courses
4. Kennesaw State University staff members are great advocates and often mentors to part-time faculty due to active every-day use of KSU systems (i.e. D2L and Owl Express).
5. Kennesaw State University staff members often go above and beyond the usual call of a part-time faculty member. For example, we have:
  - a. A staff member who designed the online master course for *TCOM 2010: Technical Writing*, a course required of many STEM majors as well as the two department majors. That staff member not only teaches the course now, but also mentors and aids other full and part-time faculty teaching the master course. The staff member also helped write the textbook for the course.
  - b. A staff member who resurrected a dormant KSU course, *TCOM 4050: Instructional Video for Technical Communicators*. This course is an essential part of the Technical Training and Assistance Track in the Technical Communication major. Since no textbook existed for the course, the staff member poured 25 years of instructional design experience into self-made content for the new hybrid course curriculum.
6. Kennesaw State University staff teachers have great student evaluations and have been nominated for Outstanding Part-Time Teaching Awards:
  - a. KSU Foundation 2017 Outstanding Part-Time Teaching Award for the College of Humanities and Social Sciences: Mandy McGrew
  - b. School of Communication and Media 2019 Outstanding Part-Time Teaching Award: Nicole Connelly
7. Kennesaw State University staff members are in a unique position as part-time instructors since they can be more available to their students.
8. Kennesaw State University staff are often used as “back-up” for last minute course additions or emergency course re-assignments because their full-time status makes them more able to take on an additional course than the average part-time faculty member.