

**Kentucky State University**

**Nurse Todd- Safety,**

stated that we will not be able to recruit good faculty with that kind of salary. The provost said the he has looked at the Hanover study of our faculty salaries done last year and recent news reports, and he will be engaged with addressing the salary issue. He did note that the cost of living increase this year was at least a small step in the right direction.

Provost Hamilton has met with Greg Rush, our current chief financial officer and pointed out to him that KSU's revenue depends upon enrollment and that it will be difficult to increase the number of students without increasing the number of faculty. Mr. Rush said that we will replace as many of our recent departures as we can.

A faculty guest asked Provost Hamilton what was his plan for addressing salary compression and noted that we need a plan, not another survey. Provost Hamilton replied that compression is a common problem, but it is very important to address it because it becomes a morale issue. He will work with the executive committee of the Faculty Senate to come up with the plan. He sees his role as being the voice of the academic enterprise to management.

A senator noted that the business school is going up for accreditation with a critical need for faculty. Another senator asked if, with the Atwood renovation completed, could attention be given to updating the Carver science building, especially the labs. Provost Hamilton replied that he had gone through Carver, and he was not pleased. He noted that our youngest building at KSU is 39 years old. These are retention issues, he said. If students are in a classroom with leaks or mold it is difficult to keep them; it is also difficult to recruit with those conditions.

**8. Senate Committee Report [5 minutes each]**

Since committees have not met, there were no reports. After the Senate adjourns committees will meet and elect officers for the year, and have their first meetings at 9 a.m. Friday August 27.

**10. Faculty ombudsman report [5 minute time limit]**

Will no longer appear on the agenda because the position no longer exists.

A senator asked Dr. Clay why this was, and the senator was told to ask the provost.

**11. Other Business [10 minute time limit]**

A senator noted that the schedule of Faculty Senate meetings currently has us meeting on November 26, which is during the Thanksgiving holiday. It should show our last meeting as December 3. Dr. Clay responded that

## Attendance

### Senators

Daniel D Collum

Patti Marraccini

Dr Phillip H Clay

Buddhi Gyawali

Gary Stratton

Alex Lai

Rozina Johnson

Jennifer Ballard-Kang

Mary Barr

Changzheng Wang

Gavin Washington

Keith McCutchen

**Excused:** Noel Novelo, Barbara Witty

### Guests

Dr. Leroy Hamilton, Jr.

Tierra Freeman-Taylor

Laura Cullen Glasscock

Austin Horn

Timothy Forde

Charles Holloway

Michael D. Dailey

Kirk Pomper

Prof. E. Amadife

David Shabazz

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Nancy Capriles

James Obielodan

Shawn Lucas

Fariba Kashan

Fariba Bigdeli Jahed

Rene Desborde

Bruce Griffis

Jens Hannemann

Bobby Walter  
Kristopher Grimes,  
Monica Valentine