

MINUTES
Faculty Senate Executive Committee
Monday, August 31, 2015 3:30 pm
Union Big 12 room

Present: Ackerman, Andrews, Aramouni, Bennett, Cauble, Crawford, Guzek, Hartman, Hoeve, Lindshield, Lockwood, Markham, Rintoul, Schultz, Sherow, Spears, Sump, Swilley, Titgemeyer, and Wood

Absent: Hsu

Proxies: Dover, Hoag

Guests: Christy Craft, Travis Gill, Mustaque Hossain, Terrie McCants, and Steve Starrett

1. President Fred Guzek called the meeting to order at 3:32 p.m.
2. The June 1, 2015 Executive Committee minutes stood approved as submitted.
3. Dispute Resolution and Honor and Integrity System Reports
 - A. Ombudsperson report, Christy Craft– **Attachment 1**

Christy Craft reported that 69 individuals, most of which were faculty, brought complaints to the ombudspersons. The nature of most of the complaints pertained to terminations or relationships between employee and supervisor and other work climate issues. Relevant issues include lack of consistency, policy compliance and being taken by surprise, i.e. never being told of a problem prior to termination. The ombudspersons continue to encourage training for university supervisors on performance evaluations and best practices on conducting them with emphasis on policy guidelines to help alleviate inconsistency.
 - B. General Grievance report, Mustaque Hossain – **Attachment 2**

Mustaque Hossain summarized the three formal requests for grievance hearings; one request was granted. After the hearing, the panel recommended that both Appendices G and O be revisited and updated. Dr. Hossain also commented that some consideration should be given to what information should/should not be electronically disseminated.
 - C. Mediation Services report, Terrie McCants – **Attachment 3**

Five requests/inquiries for mediation were received. Four cases went into mediation; three were resolved. One mediation process was moved to the next level and one reached partial agreements with a second session planned; however, the participants did not feel it was necessary. All issues pertained to interpersonal communication difficulties, lack of good citizenship and one case involved bullying. The optimal chance of achieving a successful mediation is if the issues are identified early on. Unfortunately the cases coming to her have progressed to an advanced level of conflict. She has received an onslaught of inquiries over the last couple of weeks. Most are coming from employees who want assistance with communicating with an individual they are in conflict with. Senator Cauble asked about how to determine if we like the mediators. The mediators have been vetted. After the mediation, a post mediation report is sent to Ms. McCants. No formal evaluation process is in place. Most people are seeking mediation because they learn of the service from colleagues. A big change has occurred since the dissolution of Office of Academic Personnel.
 - D. Office of Institutional Equity report, Travis Gill – **Attachment 4**

Travis Gill, director of the Office of Institutional Equity, reported that this past year was a foundational one for them. Of the 151 complaints filed this year, 42% fell within Title IX jurisdiction. Therefore, their office has focused on Title IX compliance. One effort in this direction has been to provide

mandatory graduate student training. Discussion followed pertaining to how Title IX has grown since 2011 to be all encompassing, the number of the complaints that are valid and whether LGBT issues have added to the number of complaints.

E. Honor & Integrity System report – Steve Starrett – **Attachment 5**

Dr. Starrett reported that 157 honor code violations were reported, involving 190 students. He summarized the most extreme cases. Unauthorized collaboration and plagiarism continue to be the most prevalent violations.

President Elect Bennett moved to accept the reports for placement on the FS agenda. Motion was seconded and carried.

4. Report from Standing Committees and Student Senate (4:00-4:29)

A. University Planning – Spencer Wood

Senator Wood reported that FSCOUP has not met yet. They did hold their optional June meeting due to possible pending furloughs. Wood summarized the information provided by Vice Presidents Jeff Morris, Cindy Bontrager and Cheryl Johnson pertaining to the possible furloughs. The City/University Fund project proposals should be better coordinated this year with all three senates being involved. Possible projects are bus stop shelters, the Marlatt Barn and partnering with Aggieville on a parking garage. In terms of the city/university funding process, we need to be in the game far earlier. Discussion ensued about the Marlatt House and Barn project.

B. Academic Affairs –Teresa Hartman

Academic Affairs has not met yet. At their first meeting they will address course and curriculum items that were tabled from last year. CurricuLog is the automated course and curriculum approval software that was recommended by the task force working on this project and the process is underway to purchase it. This would offer an effective and efficient solution to issues that have resulted from the current process.

C. Faculty Affairs –Betsy Cauble and Mindy Markham

Faculty Affairs has not met yet. At some point, University Handbook Section C will be brought forward.

D. Professional Staff Affairs – Mary Anne Andrews

Professional Staff Affairs will meet for the first time on September 1st. They will look at the addendum to the climate survey that Sue Rankin provided for professional staff. They also plan to have formal meetings with professional staff in each of the colleges to better disseminate information and increase visibility of Professional Staff Affairs.

E. Student Senate – Kurt Lockwood

Senator Lockwood reported that Student Senate will have its first meeting September 3rd. The Union renovation will begin soon. He stated that the cost of restoring the Marlatt Barn is significant and Student Senate is not certain this is a priority for student monies.

F. Technology – Don Crawford

FSCOT has not met yet this semester. Senator Crawford announced that Robert Vaile, chief information security officer, has resigned from ITS. Joe Lear will assume the acting director position.

5. Announcements

A. Presidential Committee recommendations

These recommendations were reviewed last week by Executive Committee members and were sent on to the appropriate office.

B. Professor of the Week selections

Professor of the week selections were made over the summer. These 13 professors will be honored at the Men's home basketball games this fall. Thanks to all for their dedication!

C. State of the University Address –

- Friday, September 18, 3:30-4:30 pm, Alumni Center main floor – Manhattan
- Monday, September 28, 9-10 am, College Center Conf. room – Salina

6. Old Business

A. Provost's visit to September FS meeting – topic for discussion?

After much discussion, the future direction of our research enterprise was determined to be the topic for the Provost's visit at the September FS meeting.

7. New Business

A. Approve the following senator replacements:

Pat Ackerman for Kelly Carrico (2015-2017) Technology and Aviation

Anna Zolkiewska for Timothy Steffensmeier (2015-2018) Arts and Sciences

A motion was made by Schultz and seconded by Crawford to approve these replacements on Faculty Senate. Motion carried.

B. Resolution of thanks for President Schulz

It was announced in K-State Today that President Schulz gave a personal gift for the USS Awards program in equal amount to the raise he received from the Kansas Board of Regents. It seems appropriate for Faculty Senate to commend this action in the form of a resolution. Senator Cauble provided the impetus for the inception of the resolution. She read the resolution. Cauble moved, Rintoul seconded, to put on the FS agenda. Discussion followed. Motion carried.

8. Open discussion period for senators as needed

Nothing brought forward.

9. The meeting was adjourned at 4:41 p.m.

Respectfully submitted by:

Loleta Sump,

Faculty Senate Secretary

Next meeting: Monday, September 28, 2015; 3:30 p.m., Big 12 room