

MINUTES
Faculty Senate Executive Committee
Tuesday, August 29, 2017 3:30 pm
Union Wildcat Chamber

Present: Bannister, Barden, Bennett, Bormann, Dodd, Hartman, Heinrich, Lehman, Lindshield, Littrell, Markham, Nelson, Raine, Schultz, Simser, Spears, Sump, Thomas, Warner, Wood, and Zajac

Absent: Hoag, Hsu, and Shappee

Proxies: Ayres for Peuchen

Guests: Sarah Barrett, Christy Craft, Mustaque Hossain, Scott Jones, Camilla Roberts, and Andrew Smith

1. Leadership and Exec committee photos (3:30-3:40)
2. President Brian Lindshield called the meeting to order at 3:40 p.m.
3. The May 30, 2017 Executive Committee minutes were approved as submitted.
4. Dispute Resolution and Honor and Integrity System Reports
 - A. Ombudsperson report (Sarah Barrett, Christy Craft, and Andrew Smith) – **Attachment 1**

Between the three ombudspersons, they served 23 individuals and spent 61.5 hours with these individuals. Most complaints involved working conditions and climate, microaggressions and bullying, issues with supervisors, expanding job responsibilities without change in job classification or salary, and performance evaluations. The ombudspersons provide the following recommendations:

 1. A standardized onboarding process after appointment to include information on training, record keeping expectations, and common university processes.
 2. More training on the performance evaluation process for supervisors and department heads;
 3. Renewed focus on the University's Principles of Community;
 4. Training about microaggressions and bullying, and how to respond to such behavior.
 - B. General Grievances report (Mustaque Hossain) – **Attachment 2**

One grievance hearing request was made from a tenured faculty member in the College of Engineering regarding denial of promotion. The case was reviewed earlier by the Office of Institutional Equity (OIE) and a determination was made.
 - C. Mediation Services report (Terrie McCants) – **Attachment 3**

Mediation Services is not as visible now as it had been in the past, based on the website location. This might be why there were only three inquiries in the last year. Suggestions for improvements include encouraging collaboration among similar entities such as mediation services, ombudspersons, and others. A recommendation was made to reinstate the dispute resolution lunch in order to collaborate more across services. It was also reported that additional training and information is needed for the campus on conflict resolution.
 - D. Office of Institutional Equity report (Scott Jones) – **Attachment 4**

The number of reported concerns increased this year over last year as did the number of overall cases. The number of cases in the last reporting year was 213, up 25.3% from the prior year. OIE also assisted the CARE office in writing a grant, which provided an additional \$260,000 to fund additional CARE staff for outreach education, victim support and advocacy, and case management. They are looking in the future to provide online training for faculty and staff and they received a grant that will enable them to implement some by-stander intervention training for students, faculty, and staff.

E. Honor & Integrity System report (Camilla Roberts) – **Attachment 5**

As of August 1, 2017, reporters had submitted 150 Honor Pledge Violation Reports that involved 187 students over the last year. Of this total, 137 accepted the alleged violation and were found responsible. Dr. Camilla Roberts transitioned into the Director of the Honor and Integrity System in May 2017. Dr. Roberts included additional data in the Honor and Integrity System report this year to include data on the number of reports by College. The Honor and Integrity System also has a new brand: A Family Built on Trust.

A motion was made and seconded to place these reports on the Faculty Senate September meeting agenda. Motion approved.

5. New Business

A. A motion was made and seconded to approve the following senator replacements:

Michael Kanost for Kristan Corwin (2017-2018)

Kelli Almes for Sanjeev Narayanan (2017-2018)

Motion approved.

B. A motion was made and seconded to approve having Jay Stephens as our guest for the October Faculty Senate meeting. Motion approved.

C. A request was made from K-State 360 to speak to Faculty Senate. Faculty Senate Leadership Council (FSLC) discussed this and was open to a 3 – 5 minute presentation at the October Faculty Senate meeting. There was support from Executive committee members for inviting Trent McGee, K-State 360 Program Coordinator, to provide a presentation following Jay Stephens at the October Senate meeting.

6. Report from Standing Committees and Student Senate

A. Academic Affairs – Jenny Bormann/Teresa Hartman

Academic Affairs has not yet met. This semester they will work through Curriculog issues, review some handbook updates from CAAP, and they are anticipating curriculum changes from programs that need to reduce their requirements to 120 credit hours.

B. Faculty Affairs – Charlie Barden/David Lehman

Faculty Affairs has not yet met. This semester they will work on handbook revisions, including section E on sabbatical leave. They will also make appointments to the Faculty Salaries and Fringe Benefits (FSFB) Committee.

C. Professional Staff Affairs – Loleta Sump/Ashely Thomas

PSA has not yet met. They have invited Jay Stephens to their meeting next Tuesday to express their interest in continuing to participate in the Total Rewards process and to advocate for professional staff in this process. They will focus this academic year on developing a program similar to the Targeted Faculty Salary Enhancements as there is nothing currently available along these lines for professional staff affairs.

D. Student Senate – Jack Ayres

Over the summer SGA was involved in the changes occurring with student organizations and the creation of the Center for Student Involvement. SGA has received a number of questions regarding these changes. SGA also worked on creating a drop-off lane near Bill Snyder Family Stadium in order to

provide a safe place for people to drop-off individuals. Additional information on this will come out in a K-State Today announcement later this week.

E. Technology – Michael Raine/Lisa Shappee

FSCOT has not yet met, but over the summer Lisa Shappee and Michael Raine met with individuals in IT and indicated that FSCOT will serve as an advisory group and sounding board for Office 360 implementation. The CIO (Chief Information Officer) search wrapped up last week and the search committee provided their recommendations to President Myers. The CISO (Chief Information Security Officer) search was a failed search and the next steps have not yet been disclosed.

F. University Planning – Laurel Littrell

FSCOUP will meet next week and they plan to discuss the City/University Funds for the coming year. They will also work through the library resolution and will be coordinating with the university library committee on that issue.

K-State is reviewing and updating K-State 2025 and FSCOUP will be reviewing that and keeping up on the potential changes with the university budget. Additionally, they are planning to keep up with the ongoing campus plans and the new student renovation fee that was passed last year and what the process will be for use of those funds.

7. Announcements

A. Topic of discussion for Provost's visit at the September FS meeting

We will ask Provost Mason to speak on the budget.

B. Professor of the Week selections were made over the summer. One Professor of the Week selection is still missing.

C. State of the University Address - Friday, September 29, 3:30-4:30 pm, Student Union, Forum Hall – Manhattan

This year there will be one State of the University Address, which will be streamed live. There will be open forums in the spring on each campus, including the K-State Olathe campus this year.

D. Faculty Senate Leadership Council's working 2017-2018 agenda

FSLC has developed a working agenda based on priorities for the 2017-2018 academic year and this was shared with the Executive Committee.

8. Open discussion period for senators as needed

A question was raised regarding the lack of boom mics in the Wildcat Chamber. The room renovation was SGA funded, but SGA ran out of money. The wiring is currently in place, and they are working with other entities to identify a solution.

9. The meeting was adjourned at 4:52 p.m.

Respectfully submitted by:

Mindy Markham

Faculty Senate Secretary

Next meeting: Tuesday, September 26, 2017; 3:30 pm, Union Wildcat Chamber