

MINUTES
KSU Faculty Senate Meeting
Tuesday, November 14, 2023, 3:30 pm
K-State Student Union, Big 12 room
Zoom ID: 149 712 846; <https://ksu.zoom.us/j/149712846>

Present: Aakeroy, Adams (Paige), Adams (Roger), Anderson, Baird, Baker, Bennett, Berney, Berumen, Bilgili, Blair, Blake, Brusk, Caldas, Craghead, Crawford, Crowell, Cunningham, Curnutt, DeRouche, Durtschi, Erickson, Falcone, Ferraro, Finkeldei, Gates, Genereux, Hay McCammant, Higginbotham, Hohenbary, Jackson, Johnson, Jones (Cassie), Jones (Chris), Kastner, Keen, Kempton, Kiss, Kliewer, Kohn, Korten, Kouba, Kramer, Krysko, Launius, Leimkuehler, Luly, Lyon, Martinez (Yelland), Maseberg-Tomlinson, Mason, McCulloch, Moody, Moorberg, Nasser, Noll, Nutsch, Oetken, Olson, Paulk, Raine, Rubin, Saucier, Schermerhorn, Scott-Hall, Shappee, Smith, Smith Caldas, Stroot, Sullivan (Bowen), Tatonetti, Thomas, Thompson, Van Nest, Wanklyn, Warren, Wefald, Wigfall, Wilken, Young, and Zecha

Absent: Adams (Rebecca), Alford, Bishop, Blevins, Cassel, Clews, Douthit, Gabbard, Glymour, Hiller, Kohl, Olds, Prakash, Rys, Scott, Stout, Vardiman, Vipham, and Von Bergen

Proxies: Bahadori, Disberger, Gott, Higgins, Liang, Perez, Rundus, Sexton-Bowser

Guests/Visitors: Katie Kingery-Page, Laurel Littrell, Jeridy Oetken, Chuck Taber, Kristin Waller

Parliamentarian: Daniel Ireton

1. Past President Don Saucier called the meeting to order at 3:30 pm.
2. Provost Taber – Presentation and closing thoughts for Faculty Senate
Past President Saucier thanked Provost Taber for being our guest. After the provost concluded his special musical presentation, he was asked for his closing thoughts for faculty senators as he prepares for his retirement as provost of this university. He conveyed the true enjoyment of his time here at Kansas State. He's loved working with the faculty and Faculty Senate. As most know, in his career path, he came up through the faculty and was involved with Faculty Senate for 30 years at his previous institution. He believes the partnership here at K-State is special – not perfect – but really special. There's much going on at K-State and he's very excited about the academic innovation and other initiatives as part of the strategic plan. He plans to watch from afar after retirement and looks forward to touring with his band and perhaps coming back to play in Manhattan with the whole band in the future.

Past President Saucier presented Provost Taber with a plaque in recognition of his service to Kansas State University. He also presented him with a retirement certificate and other tokens of appreciation from the University.

3. Land Acknowledgement and approval of October 10th minutes
The Land Acknowledgement was displayed on screen. Past President Saucier then inquired if there were any edits or corrections to the minutes. Seeing none, and with no objection, the minutes stood as approved.
4. Approval of Consent Agenda (page 6)– Andy Bennett or Brandon Kliewer
Senator Bennett inquired if there were any items that needed to be moved to the discussion agenda. Seeing none, and with no objection, the consent agenda stood approved.

5. Report from Standing Committees, Graduate Student Council, and Senates

A. Academic Affairs – Andy Bennett/Brandon Kliewer

- Discussion Agenda (page 7)

Senator Bennett moved to approve the discussion agenda. No discussion. Motion carried.

B. Faculty Affairs – Brad Cunningham/Tareque Nasser

- Proposed revision to University Handbook: Section C1-C6 (Action item - **Attachment 1**)
 - i. Supplemental file – Continuum of Engaged Scholarship

Senator Cunningham moved to approve the proposed change to the University Handbook, Section C1-C6. A supplemental file was also provided. Motion carried.

- Proposed revision to University Handbook: Section D71 (Action item - **Attachment 2**)

Senator Cunningham moved to approve the proposed change to the University Handbook, Section D71. Motion carried.

- Proposed addition to University Handbook: Appendix Y, Tenured and Tenure-Track Faculty Workload Policy (First reading - **Attachment 3**)

Senator Cunningham directed senators' attention to the proposed addition to the University Handbook, Appendix Y. This is presented today for a first reading. The proposal has had much review and discussion. Senators were reminded that the mandate for this policy came from the Board of Regents. Other regents' schools have already submitted theirs; however, due to the request from our provost for additional time for faculty input, K-State was provided an extension until December. This proposal will come back to the senate meeting in December for a vote. Members of the workload policy group were invited today in case questions or comments arise they can assist with.

Senator Cunningham first thanked the college of Engineering for their diligence in sharing an amendment with all senators, which incorporates edits to the entire document, that will be reviewed by Faculty Affairs for incorporation into the policy prior to the vote in December.

Discussion: A potential change was submitted via zoom chat: "To maintain flexibility, increase transparency, and measure these unique operations, tenured and tenure-track faculty workload policies should be established in every college and school using a shared governance process and reported to the provost for final approval. The report to the provost must include a description of the process used to create the policy."

The justification given was that the strength of shared governance varies from the university level to college levels. Additionally, there was another change suggested that came up in Arts and Sciences related to the wording for the 20, 40, 40 splits for the workload be changed to "common distribution" rather than "have to" or using it as a benchmark.

The process was inquired about for changes to the document between now and the next senate meeting. Senator Cunningham clarified that between now and the December senate meeting they are looking for actual recommended changes to the policy, not feedback. They've already had much feedback and input so they're looking for specific changes to be proposed, not just ideas.

A concern was shared about the measurement of credit hours for the workload policy in terms of how that would translate to micro credentials and how engagement vs. credit hour would be measured.

It was commented that it would be very useful to know how senators feel about the proposed changes from Engineering and Past President Saucier concurred. He asked senators to share their feedback to gauge either their support or lack thereof. He recommended that if there are other points that need consideration, now would be the time to share and discuss these.

There has been much conversation about nine-month vs twelve-month contracts and how they vary from college to college. In extension, for example, service appointments are rare. So again, the 40, 40, 20 across campus is not always possible.

Past President Saucier, as a member of the workload policy committee, shared that flexibility in the policy was necessary and that the committee is fully aware that finding numbers, a benchmark, or a guiding principle that fit over the entirety of K-State and all three campuses is not possible.

A suggestion was made to the proposed amendment submitted by Engineering to leave in certain wording that shows the difference between K-State and other regents' institutions. This is because this policy was mandated by KBOR, and once submitted to them it will be compared with policies from the other institutions. Given that, it would be better to have those differences reflected.

Another potential amendment was discussed that will come from Arts and Sciences, related to point #10 in the policy. It was believed that section would be impractical for department heads. Due to course enrollment, changes need to be made far in advance so that point may need some editing.

Agriculture plans to submit an amendment to reflect K-State's land-grant mission. Another senator would like the policy to include the phrase "...neither colleges nor units should establish standard teaching or research or service workloads of less than 10%, however, there may be exceptional cases when appropriate...." since service many times overlooked. Yet shared governance is an important part of service.

There was conversation regarding point #11, which states: "Conflict between a department head and faculty member regarding the DAW should be directed to the appropriate members Dean's Office." It seems prudent to have a clearer process for addressing potential disagreements. Other senators agreed there should be more layers of due process outlined within the policy. Senator Nasser reminded senators that there already is a grievance policy in place. Another senator noted that the department head is at the service of the dean, so if there is conflict at the department layer, the dean will likely find a solution.

A senator highlighted that appointments in the college of Ag that have extension programming have different budgets that do not have service requirements, even though they are evaluated based on service. This is likely to cause some conversation. Another senator noted that there is potential of malicious compliance, so to speak, and that this will empower people to address items that are "... no longer the policy". Of course, we want to make this workable to the best of our abilities, and it was suggested that departments should have enough flexibility for people to tweak it accordingly by including language that should accommodate any standard deviation from what is being promoted.

One senator reflected that many faculty felt undervalued by this KBOR request, and that this policy has made them feel a need to justify the work that they do in order to safeguard their positions.

It was added that there is a need for flexibility, but that it can lead to inequality and abuse, so there truly is a need for shared governance within the colleges to ensure that these changes are not abused.

Senator Cunningham would like for all amendments to be submitted by the end of the week so that Faculty Affairs can review them and incorporate them, where appropriate, in the document before the December meeting. Additionally, the committee would be grateful to also be notified by caucuses if they planned to present no amendments.

- C. Graduate Student Council – Kortnee Van Nest
No report.
- D. Justice, Equity, Diversity, Access, Inclusion, and Identify – Graciela Berumen/Pamela Erickson
 - [Community of Connections](#) update – for questions/information, contact: Jeannie Brown Leonard, Vice Provost/Special Assistant Academic Success & Student Affairs, brownleonard@ksu.edu
- E. Professional Staff Affairs – Monica Curnutt/Renee Gates
No report.
- F. Student Senate – Kate Thomas
No report.
- G. Technology – Michael Raine/Phil Vardiman
No report.
- H. University Planning – Cassie Jones/Marianne Korten
No report.
- I. University Support Staff Senate – Regina Crowell
No report.

6. Announcements

- A. Reapportionment for Faculty Senate – **Attachment 4**
Past President Saucier reported that the reapportionment for Faculty Senate was completed on October 1st as directed in the Faculty Senate constitution. The count resulted in a decrease of six senators. This reapportionment will take effect for the 2024 Faculty Senate elections.

- 7. Open discussion period for senators | New Initiatives | For the Good of the University
Senator Hay-McCammant shared that she has posed a question about duplicate classes offered on different campuses to the provost office. These classes offer similar titles and numbers, with different prefixes, but they are not listed as equivalent courses. Where should these issues be addressed?

Senator Bennett responded that these should be addressed to Academic Affairs. He reminded senators that at this time there are a flood of expedited requests that include re-numbering and renaming to match state guidelines. He encouraged the senate that if they see something that will cause an issue with their college, please make the committee aware of the issue. It was acknowledged that at times duplicate courses may come up in Salina, or other campuses, and the committee may not always be aware of the effects that these changes will have in other colleges. Feel free to reach out as needed.

8. The meeting adjourned at 4:30 p.m.

Respectfully submitted by:
Graciela Berumen,
Faculty Senate Secretary

Next meeting: Tuesday, December 12, 2023; 3:30 pm

**ACADEMIC AFFAIRS
CONSENT AGENDA**

Approve the following course and curriculum proposals and posthumous degree request:

A. COURSE AND CURRICULUM PROPOSALS:

To view the proposals in Curriculog,

First - Login to Curriculog using your K-State eID and password.

<https://kstate.curriculog.com>

Second - Go to the course or curriculum agenda at links listed below.

From the list of proposals, hover over the proposal and click View/Edit Proposal Icon

In User Tracking, change "Show current" to "Show current with markup."

View the proposal.

Use the browser back button to return to the agenda and select next proposal.

For more information on viewing proposals, see:

<http://www.k-state.edu/curriculog/training/view/index.html>

COURSES: *<https://kstate.curriculog.com/agenda:2155/form> (*copy and paste the link into your browser if clicking on it gives you an error message)

| | |
|-------------------------|---|
| Arts and Sciences | DANCE - 504 - Contemporary Dance Ensemble ENGL - 275 - Wild Lit HIST - 401 - History Workshop |
| Business Administration | GENBA - 145 - Business and Society |
| Education | EDCI 427 - Overview of Educational Studies EDCI 510 - Effective Communication in Educational Settings EDCI 514 - Leveraging Data in Ed. Settings |
| Olathe | AAI - 863 - Special Topics: Data Analytics and Insights in Animal Health AAI - 865 - Assessing Effectiveness of Animal Therapeutics and Vaccines AAI - 867 - Zoonotic Pathogens in the Food Chain |

B. Graduation list(s), addition(s) and/or posthumous degree requests:

- Posthumous degree request: December 2023, Parker Armstrong, Associate of Science, College of Technology & Aviation

**ACADEMIC AFFAIRS
DISCUSSION AGENDA**

Approve the following new curriculum proposal(s):

New:

To view full proposals, see the Curriculog Agenda: *<https://kstate.curriculog.com/agenda:2156/form>
(*copy and paste the link into your browser if clicking on it gives you an error message)

| | |
|--------------------------------|---|
| Arts and Sciences | Accelerated Chemistry (B.A./B.S.) Adult Learning and Leadership (M.S.) |
| Education | Computer Science Education |
| Olathe | Data Analytics and Insights in Animal Health |
| Technology & Aviation (Salina) | Accelerated Aeronautical Technology- PP(B.S.)/Aeronautics (M.S.) Accelerated B.S. Applied Business & Technology / M.S. Integrated Systems Design & Dynamics Accelerated B.S. Machine Learning & Autonomous Systems / M.S. Integrated Systems Design & Dynamics |