

MINUTES
Faculty Senate Executive Committee
Monday, August 27, 2012 3:30 pm
Union Room 213

Present: Arthaud-Day, Bennett, Bloodgood, Clark, Condia, Fees, Fritch, Gehrt, Guzek, Holcombe, Keen, Knackendoffel, Rintoul, Schultz, Sump, Taylor, Van Horn, Vontz

Absent: Sachs, Thompson

Visitors: Rebecca Gould, Mo Hosni, Roberta Maldonado-Franzen, Ernie Perez, Steve Starrett

1. Call to Order (President Jim Bloodgood)

President Bloodgood called the meeting to order at 3:34 p.m.

2. Approval of May 21, 2012 Executive Committee minutes

A motion was made to approve the minutes for the May 21, 2012 FS Executive Committee meeting. Motion was seconded and carried.

3. Dispute Resolution reports

A. Affirmative Action report, Roberta Maldonado-Franzen – **Attachment 1**

Ms. Maldonado-Franzen reported that there has been a peak in the number of contacts to their office regarding recruitment and selection for employment. Work climate issues have also increased. Informal complaints have increased, i.e. sexual harassment which may be due to the educational material that has been disseminated as part of the sexual violence campaign. If a complaint does not fall under the policy, Affirmative Action will not investigate. Two cases of sexual violence were investigated; both were found in violation of the policy. Of the two offenders, one student left the university, the other was expelled. There were 15 cases of sexual harassment and nine cases of discrimination. Affirmative Action is participating in ADA identification of reasonable accommodations. “Interactive process” is employment related, i.e. how to accommodate an employee with epilepsy. The “State ADA Reasonable Accommodation Grievance” reflects those situations in which there is disagreement with the accommodation. The office is doing a better job of tracking and compiling data, which may be a factor in the increases. They are exploring ways to address concerns that came out of the hiring focus groups which should help reduce these numbers. Senator Rintoul recommended that if any forms are changed, those changes should be heavily publicized. Senator Hosni recommended that breaking out the types of calls might be beneficial for future reporting. President Bloodgood expressed Faculty Senate’s appreciation for the work that the Office of Affirmative Action does.

B. Grievance Chair report, Todd Goodson – **Attachment 2**

Todd Goodson was not available; however, his report was distributed for review.

C. Mediation Services report, Ernie Perez – **Attachment 3**

Mr. Perez stated that his report reflects information for the period of December 25, 2011 through July 31, 2012. He did receive an inquiry on December 25, 2011. During this period, he received five inquiries, two of which requested mediation, one of which was successful. One employee chose to work with an ombudsperson. Two of the employees were in the gathering information stage. Senator Bennett asked how he would decide if he should talk with mediation support or an ombudsperson. There is nothing defined as to the most effective protocol. Mediation can co-occur with an ombudsperson. Usually mediation is one step before going to the ombuds level. Individuals should review every option identified on the website. President Bloodgood expressed appreciation for the work that Mediation Services and Mr. Perez is doing.

D. Ombudsperson report, Rebecca Gould – **Attachment 4**

Two ombudspersons were able to attending training this summer and Gould thanked Faculty Senate for their support of this. Incivility is a new trend that is being recognized across campuses nationwide. Working conditions and climate are the predominant issues coming to the ombudspersons. They had a great discussion with the Office of General Counsel and the Office of Academic Personnel regarding common issues and the University Handbook processes. As a result of the training they attended this summer, they are discussing the development of an anonymous evaluation process of the services provided as well as a one page handout, which might be adapted from KU. Senator Fees asked how it is determined which omsbud handles which cases. Dr. Gould explained that there is not an established protocol, sometimes it is who the client feels comfortable with or it could be whoever is listed first on the referral sheet. Senator Condia asked about the type of workplace complaints being received. Dr. Gould stated they could be the result of interaction between a supervisor and employee, workspace issues, or civility issues. Senator Hosni asked if any steps need to be taken to even out the load. Dr. Gould said that they have sometimes worked with clients to have them meet with another ombudsperson, if necessary. Past President Vontz applauded the job that the ombudspersons are doing. No complaints were filed last year which means that issues are not rising to the next step in the grievance process. President Bloodgood extended Senate's appreciation for what they do.

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

Dr. Starrett introduced himself and stated that the report he submitted is similar to those of past years. One hundred seventy-five students were reported as alleged violators, which is consistent with other years. He will be visiting departments again this year which will likely result in an increase in the number of cases reported. Dr. Camilla Roberts made many presentations with more than 2,000 students participating in classes. They are working closely with the new Vice President of Undergraduate Studies to identify ways to foster connection with freshman with regard to the honor pledge. Dr. Starrett made only a minor change to the hearing panel. The system in place is excellent, very education oriented and students were integrally involved in its development. Twelve cases rolled over from last semester and are currently being working on. A couple of the cases are complex. He is confident that the system works quite well. Senator Rintoul asked if the honor and integrity course is offered during the summer. Dr. Starrett reported that it is an online course. They are considering having a freshman convocation at which the students would be led in stating the honor code. Also the University Experience seminar has an opportunity to educate students on the honor code. The HIPE peer educator program is not functioning now; most do not want a mentor. Dr. Starrett is visiting with DCE regarding online tools that could be used to address online cheating. Past President Vontz inquired if the plagiarism guidelines are being used with Dr. Starrett responding that they are working on this issue. There is a variation among departments/disciplines as to what constitutes plagiarism. President Bloodgood expressed Senate's appreciation for the work being done by the Dr. Starrett and his office.

A motion was made to place the dispute resolution and honor and integrity reports on the agenda for the September 11, 2012 FS meeting. Senator Bennett seconded. Motion carried.

5. Report from Standing Committees and Student Senate

A. Academic Affairs Committee – Andrew Bennett

Academic Affairs has not met yet. Bennett reported a senator had some questions regarding the procedure that was used to accept the modifications that were made to K-State 8. Over the summer, the senator's recommendations were considered and the modifications were broadly distributed so that everyone who should have input has a chance to comment on them. Senator Bennett has not heard from anyone. At some point the committee will be bringing forward for consideration amendments to the approval routing notification process.

B. Faculty Affairs Committee – Melia Fritch/David Thompson

Senator Fritch reported that FAC has not met yet; therefore, no actions items will be brought forward. They continue to work on the final revisions to the University Handbook. She will be meeting with the Faculty Salaries and Fringe Benefits Subcommittee with regard to their objectives for the year. She anticipates there may be action items for the next FS Exec meeting.

C. Faculty Senate Committee on Technology – Dave Rintoul

Senator Rintoul reported the committee will meet next week. The agenda is not yet completed. Over the summer some significant progress was made on Varney's website that makes K-State compliant with the intent of the regulation.

D. Faculty Senate Committee on University Planning – Bob Condia

Senator Condia reported that FSCOUP will meet next week. A new rowing practice facility is to be built soon. An open meeting to select the architects for the Seaton Hall renovation was held with six firms present. Vice President Bruce Shubert will attend their first meeting. They continue to work on the charge for the sustainability task force. They will also discuss the City/University special project fund committee appointment for this year.

E. Student Senate – Emilee Taylor

Senator Taylor reported that the SGA executive retreat was held this past weekend. Currently they are discussing spatial concerns for the K-State Student Union which struggles to run in the black. They are looking at revenue opportunities; how to utilize space better or if they need to build more space. They want to be proactive in response to growth. They are also looking at the advising structure and student retention efforts. Their first meeting is Thursday, August 30, 2012.

6. Announcements

A. Salary initiative update

President Bloodgood provided an update on the salary initiative. FSLC met with President Schulz, Provost Mason, and Bruce Shubert on August 3, 2012. Their plan is to establish a task force of eight people, four from administration and four from Faculty Senate, to develop a plan. FSLC determined that the best way to maintain momentum was to move forward with the suggested task force. The four representatives for FS will be Dr. Julia Keen, Dr. Brian Spooner, Jennifer Gehrt, and Dr. Mo Hosni. Last spring FS approved a set of benchmarks for the salary initiative to align with K-State 2025, i.e. reach the median by 2025. The president suggested a different set of schools be used which included more peer institutions, i.e. similar size to K-State. FSLC extended an invitation to President Schulz to come to the September 11, 2012 FS meeting to present his rationale for the suggested set of schools, since they did not feel they could in good conscience agree to a change in the benchmarks without FS approval. Based on the ideas that were offered through the web portal this summer, a set of themes were identified. These themes were presented to administration for their review. FSLC wants to be transparent and wants administration to also be transparent. Past President Vontz stated that it was initially Senator Hornsby's idea to have a special FS meeting to address salaries. A lot of people showed up AFTER finals. This captured the administration's interest and it appears they are committed to taking action. Past President Vontz encouraged senators not to let this die. In 2003 a similar type of thing happened and some real progress was made. He is very hopeful that great things will come out of the special task force. If 2025 has any chance for success, we need to remain steadfast that this is a priority for this institution. Working from principle, rather than whining about how things are, works. It is hard to argue with principle. FS will continue pursuing this priority until something is done. Senator Gehrt stated that she received several comments regarding stopping all raises to administrative salaries. This needs to be clarified with upper administration. There is a tendency for people in charge to take care of those that surround them and upper administration needs to be aware of this tendency- / double standard. Senator Keen asked if anyone attended the K-State Salina session with President Schulz and Provost Mason on August 21, 2012. Senator Guzek stated the presentation was general with a mention of a potential raise in January 2013 but with no promise.

7. New Business

A. Approve the following senator replacements on Faculty Senate:

Jacque Gibbons for Jerry Frieman (2012-2013)

Kimetris Baltrip for Jana Fallin (2012-2013)

Senator Clark moved to accept senator replacements as proposed. The motion was seconded and carried.

B. Approve no FS meeting in January 2013

Senator Gehrt moved that no FS meeting will be held in January 2013. The motion was seconded and carried.

8. For the Good of the University

- State of the University Address, Manhattan – Friday, September 28, 2012, 3:30 p.m., Alumni Center
- State of the University Address, Salina – Friday, October 12, 2012, 9:30 am, College Center Conference Room
- K-State Volleyball Faculty Staff Night on Sept. 6th ; more info to come; reduced price tickets
- President Bloodgood announced that the parliamentarian for the 2012-13 FS year will be Dr. Jerry Frieman

9. Adjournment at 4:53 p.m.

Submitted by:

Loleta Sump,

Faculty Senate Secretary

Next meeting: Monday, September 24, 2012; 3:30 p.m., Union room 213