

MINUTES
Faculty Senate Executive Committee
Tuesday, August 28, 2018, 3:30 pm
Union Big 12 room

Present: Auten, Barden, Barnett, Barrett, Betz, Bormann, Briggs, Crawford, Dodd, Easton, González, Hachiya, Kelly, Lindshield, Littrell, Markham, McCornack, Nelson, Pitts, Raine, Schermerhorn, Thomas, Wood, and Zajac
Proxy: Hageman

Absent: Hsu

Guests: Mustaque Hossain, Bill Johnson, Scott Jones, Camilla Roberts, and Drew Smith

1. Leadership Council and Executive committee photos
2. President Spencer Wood called the meeting to order at 3:36 p.m.
3. The May 29, 2018 Executive Committee minutes were approved as distributed.
4. Dispute Resolution and Honor and Integrity System Reports
 - A. Ombudsperson report (Sarah Barrett and Andrew Smith) – **Attachment 1**

Barrett reported for the ombudspersons. The written report provided the number of concerns addressed and specified the areas of those concerns. Interpersonal conflict, work environment and promotion and tenure were the top areas addressed and reflect a steady trend for the most common areas the ombudspersons handle.

 - 1) Ombudspersons reiterated the recommendations from the 2016-2017 reporting year:
 - a) Standardized onboarding
 - b) More training on performance evaluation process.
 - c) Renewed focus on the university's Principles of Community.
 - d) Training for the university community about micro-aggressions and bullying. An onboarding process should include these training areas as well.
 - 2) Ombuds will have a training on August 30th.
 - B. General Grievance Board report (Mustaque Hossain) – **Attachment 2**

Hossain reported that only one case regarding denial of promotion and tenure came forward for possible grievance. The case was denied because it was based on imprecise grounds.
 - C. Conflict/Dispute/Mediation Services report (William Johnson) – **Attachment 3**

Johnson provided an update on the number of concerns brought forward to Employee Relations and Engagement. He also reported his unit provides a team engagement approach (this precedes team building) so they can identify core issues, address them and then begin the team building process. They also trained 706 participants across the state of Kansas on a variety of topics.

 - 1) Recommendations:
 - a) Standardized onboarding process (in support of the recommendation from the Ombudspersons).
 - b) Training on performance evaluation and corrective action processes for all supervisors.

D. Office of Institutional Equity report (Scott Jones) – **Attachment 4**

- 1) Handouts depicting a Purple Wheel assist individuals in identifying resources for non-discrimination support and another wheel for resources in Manhattan available for a variety of areas of challenge related to safety, mental health and advocacy.
- 2) Update regarding the number of cases/complaints handled by the Office of Institutional Equity. 338 complaints were handled in the 2017-18 academic year.
- 3) Overview of the process for investigating complaints. An extensive list of categories and the frequency of complaints in each category was provided as well as breakdowns for complainants and respondents.
- 4) Institutional Equity staff have been providing trainings, reaching almost 1,900 individuals. An increase in third party reporting has occurred and that is being attributed to education about what is and is not allowable workplace behavior.
- 5) Jones clarified that PPM 3010 outlines the absolute minimum standards for the university. Principles of Community provide the aspirational goals we wish to work toward.

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

- 1) Roberts reported that the number of cases of integrity violations was up by 23 cases, but most students elected to take responsibility for their actions and did not contest the charges. Surprisingly, the number of upper level student violators outnumber the freshmen numbers. Students facing repeat honor code sanctions are slightly up (to 16 from 14 the year prior).
- 2) Roberts expressed thanks to the Senate for approving stand-alone courses for undergraduate and graduate violators.
- 3) Turnitin.com will be charging for their plagiarism detection software and the Honor and Integrity system cannot withstand the expense of an institutional subscription. Roberts would be open to conversation about having this kind of software since we are the only university among our peers that does not have plagiarism detection software. She would like to see it used more as an educational piece, having students use it to check their papers prior to submission rather than faculty using it as a policing tool.

5. New Business

A. Approved the following guests for September Faculty Senate meeting:

- 1) Charles Taber, Provost and Senior Vice President—There was discussion as to whether it was necessary for the provost to attend every Faculty Senate meeting. Wanting to respect the Provost's time, President Wood asked the Executive Committee for their input. The overall thought was that it would be good for Provost Taber to attend the FS meetings, at least in the fall semester, so we can get a sense of what it will be like to work with him. Then we can reevaluate for the spring semester. President Wood will convey this.
- 2) Bryan Samuel, Chief Diversity and Inclusion Officer—Wood noted that senators will be afforded an opportunity to visit with Dr. Samuel after the meeting as he will remain to mingle with the senators who are able to stay. President Wood encouraged senators to make an effort to do so.

6. Report from Standing Committees and Student Senate

A. Academic Affairs – Jenny Bormann/Todd Easton—no report

- B. Faculty Affairs – Charlie Barden/Amy Betz: Revisions to Section G of the University Handbook, on Research, will come before senate this semester. This will align the university with federal regulations. The Center for Student Involvement is on their docket this year for discussion. Reactivation of the Faculty Salaries and Fringe Benefits Committee will take place this year. Also, salary enhancements for non-tenured staff will be discussed.

- C. Professional Staff Affairs – Kelly Briggs/Ashely Thomas: The committee will continue to work with Human Capital Services on total rewards, career ladders, and training for evaluations. They will also be collaborating with Faculty Affairs on reactivating the Faculty Salaries and Fringe Benefit Committee.
- D. Student Senate – Ryan Kelly: First Student Senate meeting is next week. The Tuition and Fees Strategies Committee will be mobilizing and there will be many changes associated with that. Wood encouraged having student senate representation at the budget forum on August 30.
- E. Technology – Brian McCornack/Michael Raine—Plagiarism software is being discussed. Since it is mainly an academic issue, FSCOT will work on it only from the IT side, if it is determined it is needed. They will be looking into a hard hat tour of the data center.
- F. University Planning – Valerie Barnett/Laurel Littrell— Their first meeting is September 6th. Agenda items will include: budget modernization steering committee interface; Handbook section B95, on college committees on planning; \$4 fee from students to pay for the library and classrooms will be another item they will track; will also track the city/university fund (most is going toward the northwest corridor, but need to see if there are other funds that can be tapped for projects of mutual interest).

7. Announcements

- A. Reminder: March 2019 and March 2020 Faculty Senate meeting date alterations
The Executive committee approved a change in the date of the March 2019 and March 2020 full senate meetings in order to avoid spring break.
- B. Professor of the Week selections were made over the summer
If you have not submitted the selection(s) for your caucus to Candace, please do so as soon as possible.
- C. State of the University Address - Friday, September 28, 3:30-4:30 pm, Alumni Center – Manhattan
President Myers will present the State of the University Address and it will be followed by a question and answer period. The address will be streamed for those who cannot attend in person. Wood requested the caucuses to work on questions that can be asked at the event. If no one from the caucus will be present to ask their question(s), they can email them to President Wood or Candace LaBerge to be asked as time permits.
- D. Wood encouraged Executive committee members to attend the Budget Modernization Open Forum on Thursday, August 30th at 9 a.m. in Forum Hall.

8. Open discussion period for senators as needed

- A. There was a recommendation to have the Professor of the Week selections accompanied by a bio when sent in to Candace.
- B. Update on Board of Regents strategic realignment issue: After the first reading of the policy proposal at the Board of Regents meeting, Faculty Senate provided a letter expressing concern about the proposed change (thanks to Senator Dodd for her leadership on this). Wood sent our letter to President Myers and Provost Taber. He also sent it to his counterparts but never heard back from

those individuals. The measure passed BOR without much discussion. FSLC discussed the concern with President Myers recently. Myers supports our position but he shared that the other Regents institutions wanted this kind of policy because it takes the onus off the administrations of those institutions – K-State is not one of those.

- C. The Provost's Office has requested names of faculty to serve on a committee to address faculty professional development. Wood solicited nominations and has forwarded those names.
- D. Senate Bill 340: Academic Freedom – Dodd would like FSLC to discuss this with the President and Provost. A similar bill was passed in Nebraska. "Faculty" has been stricken from the bill and it appears that faculty will not have free speech. Lindshield suggested that the intention behind those strikes was to remove faculty from those restrictions (and that they apply only to students). Lindshield suggested Faculty Senate work with Cheryl Strecker, General Counsel for the University, to be proactive in addressing the restrictions.

9. The meeting adjourned at 4:55 pm.

Respectfully submitted by:
Suzy Auten,
Faculty Senate Secretary

Next meeting: Tuesday, September 25, 2018; 3:30 pm, Union Big 12 room