Item #	College/Dept	Source - can be anonymous here, but may need name later	Policy#	Subject	Comments
UHB B					
3	HR		B 120, 121, 122	Allowing interim appointments to be made without internal candidate reviews	This occurred in the Libraries as well. When our previous Interim Dean, Laurel Littrell, was appointed without internal candidate reviews - DI
8	Olathe		B34	K-State Olathe is being permitted to continue as a college in violation of handbook requirement for required number of tenured/tenure-track faculty	The current UHB does not have it listed as one of the Colleges https://www.k-state.edu/provost/policies-resources/university-handbook/fhsecb.html
22	Provost		B120-121	Administration was out of compliance with handbook policy by not consulting/involving Faculty Senate in the search for and hiring of the Provost office Chief of Staff, a position created and hired specifically to be a liaison between the provost and faculty senate.	I'm not sure if it is standard practice to involve FS in this level of hiring but given that it is a highly influential administrative position (higher than a dean?), it seems to qualify under B120-121.
UHB B95					
6	Arts & Sciences		Appendix N, B95	Forced reorganization of A&S without deliberative and all-inclusive input	I would also like more details here, I'm not sure what is meant by "all-inclusive input".
7	Olathe		B95	Dean of K-State Olathe ingoring CCOP and make unilateral decisions is a violation of handbook	While this isn't necessarily in good faith, I'm not sure it is a violation. CCOP is an advising body, they don't have to take our advice. "The college dean or unit administrator shall consult with CCOP on issues related to, but not limited to: college planning, college reorganization, strategic planning, program discontinuance, and financial exigency. The CCOPs meet on a regular basis, at least once per academic semester, to provide input relative to university and college planning directives which have the potential to impact faculty and staff involvement."
9	Olathe		B95?	Olathe Policy on Policies appears to permit final approval of broadly defined campus-specific policies by admin without clarity on which policies are subject to faculty governance, senate, grad council or other university approval requirements	
13	Ag	Colby Moorberg	Appendix N, B95	KSU Gardens were moved out of the Horticulture and Natural Resources Department and College of Ag and into the control of the VP for Engagement and Extension. There was a K State Today article about it. That article came out before anybody in that department was notified of the change, including the faculty member who was in charge of it.	Facility and sites associated with academic units previously managing them. Concern is that shared governance should be used to ensure faculty voices and staff voices are heard. "Unit" isn't is defined well within our current document.
21	Provost/Admin		B80, B81, B90, B95 (Planning); App E, Section A and B, Article 1, Section A	Administration is out of compliance with the handbook by attempting to remove or lessen the powers of Faculty Senate in any way without the agreement of the Senate. Shifting handbook items to the PPM without a vote by Senate is a direct violation of the handbook. According to the handbook, the delegated authority that senate has been given can only be revised by the faculty and unclassified professionals.	App E, Section B: The Faculty Senate Article I. General Purpose, Jurisdiction, and Duties of the Faculty Senate - To facilitate the exercise of the powers outlined above, **those powers are hereby delegated by the faculty and unclassified professionals of Kansas State University to a representative body called the Faculty Senate. This delegation of authority is subject to revision by those faculty and unclassified professionals.**
UHB C					
11	HR / Comp study		Section C, C49	Practice of giving Prof Performance award every 7 years is out of compliance with 6 yrs in UHB; pay is supposed to start with dept/unit, not admin; possible conflict with comp study and one-time bonuses	possible mismatch in language.
14	HR	PSA - on behalf of multiple	C161.1	Staff Discipline Policy Language has been drafted & reportedly approved by cabinet to be removed from Handbook & placed in PPM without discussion & vote by full senate and without assurance of continued involvement by shared governance /faculty senate	
15	HR	PSA - on behalf of multiple	C31 & Appendix Q	Proposed Annual Staff Performance Mangement Evaluation PPM 4080 - has been drafted & reportedly approved by cabinet to be removed from Handbook & placed in PPM without discussion & vote by full senate and without assurance of continued involvement by shared governance /faculty senate	
17	HR	PSA - on behalf of multiple	U Handbook, Section C	Probationary Policy for Staff has been drafted for incorporation into PPM & reportedly approved by cabinet to be removed from Handbook & placed in PPM without discussion & vote by full senate and without assurance of continued involvement by shared governance /faculty senate	
18	HR	PSA - on behalf of multiple	C161.1	Corrective Action Policy has been drafted for incorporation into PPM & reportedly approved by cabinet to be removed from Handbook & placed in PPM without discussion & vote by full senate and without assurance of continued involvement by shared governance /faculty senate	
20	Provost/HR	PSA - on behalf of multiple	C170.1	"**A term appointment is typically used when the need or funding for the position is finite and is for a specified term, usually not longer than one year.**" - Term appointments have become the norm extending well beyond the initial one year appointment on a recurring basis - reflected in staffing report from VPAF office	
24	A/S	HHS	Graduate Handbook Chapter 1, Section G1/ PPM 7080 (Effort Reporting), PPM 4845 (GTA;s), UHB C39	Graduate students teaching while funded on research grants and or assigned a GRA position in A&S, particularly Biology, where GRAs were required to teach despite being funded on research grants. This raises concerns under the Graduate Handbook (Chapter 1, Section G1), PPM 7080 (Effort Reporting), PPM 4845 (Graduate Teaching Assistants), and University Handbook Section C39.	
33	A & S	Sociology, Anthropology, and Social Work	U Handbook, Section C22.4	The APRR reviews (in A&S) are being scheduled over winter break—we were told Sociology's review would likely be during the first week of January. The Handbook says "C22.4 Nine-month faculty and unclassified professionals do not accumulate or earn vacation leave. Their duties are closely related to the presence of students on the campus. Student recesses offer the nine-month faculty member an opportunity to engage in research and perform other necessary professional duties." Policy explicitly ties 9-month faculty duties to the presence of students on campus and designates student recesses for research and necessary professional duties—not mandatory, central-admin-imposed service. Mandating administrative service during a student recess violates the scope of C22.4 and treats 9-month faculty as 12-month employees.	
Appendix A					
10	Olathe		App A, p 19, SAIS guidelines	In violation of SAIS guidelines, faculty were not involved in decision to transition Olathe from school to college	See lists of Colleges, has this officially occured?
Appendix E					
19	HR	PSA - on behalf of multiple	Appendix E, Section A	General Purpose of Faculty Senate: "**the primary aim of the Faculty Senate is to facilitate meaningful participation of faculty and unclassified professionals in the establishment of university policies and in the formulation of procedures for their interpretation.** Such policies shape the purposes and character of the institution, and define its future direction. To remain useful, established policies benefit from continued review and scrutiny."	
Appendix G					
16	HR	PSA - on behalf of multiple	Appendix G	PPM Staff Grievance Policy language has been drafted & reportedly approved by cabinet to be removed from Handbook & placed in PPM without discussion & vote by full senate and without assurance of continued involvement by shared governance /faculty senate	
Appendix N					
6	Arts & Sciences		Appendix N, B95	Forced reorganization of A&S without deliberative and all-inclusive input	I would also like more details here, I'm not sure what is meant by "all-inclusive input".
12	Extension, Food/Grain science, A&S		Appendix N	No communication/input from college or university CCOPs regarding movement of Food Science to Grain Science; "elevation" of Extension; A&S	Administration acknowledged this as an error and policy was not followed. FCOUP and CCOPs were excluded

13	Ag	Colby Moorberg	Appendix N, B95	KSU Gardens were moved out of the Horticulture and Natural Resources Department and College of Ag and into the control of the VP for Engagement and Extension. There was a K State Today article about it. That article came out before anybody in that department was notified of the change, including the faculty member who was in charge of it.	Facility and sites associated with academic units previously managing them. Concern is that shared governance should be used to ensure faculty voices and staff voices are heard. "Unit" isn't is defined well within our current document.
Appendix W					
31	A & S	Tim Bolton, Physics Dept Head	App. W.130	Appendix W says "Notification: By April 30 of the prior academic year, tenured faculty due to undergo post-tenure review will be notified and notified regarding which submission cycle they should follow." However, for the current year nobody received any notification until August 14, but that list had critical errors that were not corrected for another month. And as of 261109, Airtable, the tool that heads must use to check which faculty are up for review had become inaccessible (to the heads).	
PPM					
23	Facility	College of Ed	Chapter 4075	Most colleges do NOT have a lactation station of any kind and a chair in a private bathroom is being used instead. .02 says a private bathroom is not a permissible location.	Is this a unit violation and not an administration violation.
32	A & S	A & S CCoP	PPM Ch 5025, Sec 0.130	The interim dean of A & S has stated multiple times that workloads will increase from 2/2 to 2/3 or 3/3. Such a change would exceed the typical worload of 6 credit hours per semester in the PPM--as well as place new limitations on the abilities of faculty to do R1-level research and run R1-level programs.	