

Kansas State University Faculty Senate
Faculty Affairs Committee
Minutes
April 7, 2020
Zoom

Attendance: Jennifer Bormann, Kim Charland, Neal Hubbell, Daniel Ireton, Elizabeth Kiss, Michael Oetken, David Procter, Sara Rosenkranz, Don Saucier, Charlotte Self, Vicki Sherbert, Steve Warren. Guest: Tanya González

❖ **Call to Order Faculty Affairs**

Meeting called to order at 3:31 pm

❖ **Approve Minutes**

- Minutes of March 3, 2020 approved.

❖ **Old and Continuing Business**

- Feedback from 1st read of University Excused Absence Policy

The proposed policy was reviewed by the committee. Committee will submit to Faculty Senate for vote.

- FAC Representative serving on subcommittee: Salaries and Fringe Benefits (report?)

No report.

❖ **New(er) Business**

- A/Pass/Fail

Some concerns related to protection in place for faculty and advisor. President González emphasized that the need for faculty and advisors to communicate with students will be vital. She stated Faculty Affairs can submit a recommendation to change the May 8th date for faculty and advisors to submit the request. The committee agreed to draft a proposal to negotiate a timeline for faculty and advisors to submit student requests.

- Pausing Tenure Clock

This is a benefit to faculty. Committee discussed if one year pause is adequate time. Need to consider family and other elements to further extend pausing tenure clock. Will keep on agenda for further discussion.

- On-Line TEVAL

Concerns: Impact for faculty on their annual evaluations and/or P/T packet if don't submit the TEVAL and what department heads will use as their guiding standards. Will keep on agenda for further discussion.

- Faculty Rights Document

The committee can consider whether to create a document. KU has a similar document. Don will circulate KU document to the committee.

- Report on Promotion and Tenure Document Sections for Community Engagement and Societal Benefit Subcommittee: Steve Warren, Jennifer Bormann, Michael Oetken, Don Saucier

- Provide recommendations to the Provost's office from Faculty Senate about how best to assess and include Engagement and Diversity in the University-level T&P documents.
- Provide a "white pages" report to FS Leadership first.

Table for future meeting

- Report on Department Head vs. Department Chair in Handbook

Subcommittee: Vicki Sherbert, Sara Rosenkranz, Neal Hubbell, Kim Charland, Daniel Ireton

- What are the standard definitions across the academy?
- How are these used at K-State?
- If there are differences between the general definition and K-State's working definition, how can we standardize the use of these terms across our University?
- Can we settle on definitions that can go into our handbook for clarification?

Table for future meeting

➤ Report: Tenure & Promotion Review Updates

Subcommittee: Mike Crow, Annelise Nguyen, Don Saucier

- Create a faculty-comprised University committee to be the last review.
- Provide a proposal to update the University Handbook to review language needed to change the process. This should address, "is a Dean's Council review the norm across our peer institutions? If not, what is a general practice?"
- Some concerns related to protection in place for faculty and advisor. González emphasized that the need for faculty and advisors to communicate with students will be vital. Faculty Affairs can submit a recommendation to Faculty Senate to change the date.

Table for future meeting

❖ **From Committee Members**

No Report

❖ **Adjourn**

Meeting Adjourned at 4:42 p.m.

❖ **Next meeting: April 21st via zoom**