

**Kansas State University Faculty Senate
Faculty Affairs Committee – MINUTES
May 19, 2020 via Zoom**

❖ **Attended:**

- **Saucier, Charland, Hubbell, Finkeldei (for Crow), Draper, Little, Kiss, Billman, Rosenkranz, Warren (for Easton), Denison, Sherbert, Oetken, Taylor**

❖ **The meeting was called to order at 3:32 pm. Don Saucier and Kim Charland (Co-Chairs)**

❖ **Approve Minutes**

Per our meeting last Tuesday, our discussion was to create a statement in supporting of having an option to including TEVALs for future evaluation. This statement will send to faculty senate leadership council.

Here is what I put down from our conversation. Feel free to correct.

Provost announced the decision to extend the tenure clock by one year for probationary tenure-track faculty due to the impact of pandemic. Faculty have been facing, and will continue to face, challenges with the shift to remote teaching. Such challenges could likely impact faculty's TEVALs. Thus, Faculty Affairs Committee supports the notion that, for future evaluations such as annual reviews, reappointment, or promotion and tenure, department heads, deans, and faculty involved in decision-making should allow an option for faculty to opt-in for the inclusion of TEVAL scores during the pandemic period.

MINUTES APPROVED

❖ **Introductions**

- Members of the FAC for the 2020-2021 Academic Year
- Overview of the FAC

We introduced ourselves and discussed in overarching terms the objectives of having a FAC.

❖ **Completed Business**

- University Excused Absence Policy – APPROVED by Faculty Senate
- Guidance for the use of On-Line TEVALs from this semester – PROVIDED by Provost Taber

❖ **Old and Continuing Business**

We discussed an overview of our goals for each of these three topics from the past year for continuation next year:

- 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
- 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?
- 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 reviews 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?”

We had a conversation about topics to pursue that we did not complete this past year:

What did we lose track of this past year?

Term versus Regular employees – what about benefits? Is this still FAC?

Path to tenure for those hired initially into non-TT positions?

Balance to making switches from TT to non-TT positions one time?

Issues with replacing TT line with non-TT lines

RCM budget model

❖ From Committee Members

- Issues facing faculty next year in the COVID-19 era?

Administrators may forget the challenges that faculty faced during times of challenge – formal reminders as we move forward to recognize how the challenges that they face may be reflected in less productivity

Can we make a list of things that people did achieve during these times and the challenges they faced – work on this in the Fall, so we don’t forget all the stuff we did this semester (something empathetic that we craft about the collective experience).

Issue that faculty/staff aren’t part of the “family” – need more attention, need more decisions collectively. Faculty/staff morale is decreasing. Too much on economic concerns, not enough attention to the human side. Faculty perceived as disposable. This weighs on productivity.

Where does faculty health and safety fit in on K-State reopening?

Economic aspects – administrative furloughs? Do we really not work? Need to consider what this means. What are the consequences of having a furlough day? Access to email? Same work to do over fewer days? Worried about the assumption that we can do more with less.

Keeping an eye on how long we are impacted in this way – how long is leniency given (TEVALs, tenure clocks being paused)?

Press the administration to think about faculty needs as we progress through these challenging times. Use the FAC voice to truly advocate for faculty interests and support.

❖ Adjourn

Meeting adjourned at 4:47PM.

❖ Next meeting: We meet first and third Tuesdays of each month starting at 3:30PM – see you in September!