

**Kansas State University Faculty Senate
Faculty Affairs Committee
Agenda**

March 2, 2021, 3:30 pm

Via Zoom

<https://ksu.zoom.us/j/837797836>

- **Call to Order Faculty Affairs – Don Saucier and Kim Charland (Co-Chairs)**
- **Approve February 2, 2021 Minutes**
- Note: February 16, 2021 meeting was cancelled due to rolling power outages
- **2021-2022 Faculty Affairs Leadership (Co-Chairs)**
- **Committee Reports**
 - **Salaries and Fringe Benefits Committee:** Todd Easton
 - Receive Faculty Salaries Report
 - Dependent Spouse Tuition Benefits proposal update
 - **University Handbook and Policy Committee:** Betsy Draper
 - **Communication Working Group:** Jason Hackett
 - **FSCOT Special Meeting on Academic Tools:** Don Saucier, Faculty Affairs representative
- ❖ **Old and Continuing Business**
 - Report on Promotion and Tenure Document Sections for Community Engagement and Societal Benefit
Subcommittee: Neal Hubbell, 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, Kim Charland, Brian Niehoff
 - Define and assess what the standard definitions are across the academy and how they are 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?
 - **Issues facing faculty in the COVID-19 era?**
 - Status of COVID-19 Impact Statement Guide
 - Approved, with friendly amendment, at Faculty Senate (2/09/21) meeting (70Y-5N-4A)
 - Message from Provost Taber and Faculty Senate President Markham sent 02/17/2021
 - **COVID-19 Impact Statement Guidance for Evaluators**
 - Faculty Affairs to create guidance for evaluators

❖ New Business for 2020-2021

- Items from Faculty Senate Year-Long Agenda (what should our products be?)
 - 1. Participate in and advocate for faculty and staff in the COVID-19 planning process
 - Make recommendations to Administration about specific guidance related to evaluating faculty and staff regarding their teaching, research productivity, service, etc.
 - What are the concerns related to teaching issues and challenges last spring?
 - How do we continue this conversation with Administration?
 - What are the research concerns?
 - Hope to provide recommendations guidance for what this means to faculty. (Tenure review, Yearly evals)
 - Reasonable guidance for Research/Scholarship, Service and Advising
 - List of recommendations directed to Administration and College Units
 - Implementation of furloughs and challenges between colleges
 - ✓ COVID-19 Impact Statement Guide approved by Faculty Senate (02/09/2021)
 - ✓ Faculty Affairs to develop guidance for evaluators
- 2.e. Review and advocate promotion and tenure, and grievance processes in light of best practices for diversity and inclusion (as items are presented to Faculty Affairs by Social Justice subcommittee)

From Past-President Tanya Gonzalez:

- ◆ Transparency of T&P docs/process PowerPoint
- ◆ Tenure clock extensions aren't enough ...
https://www.insidehighered.com/advice/2021/01/19/tenure-clock-extensions-arent-enough-help-support-researchers-and-their-work?fbclid=IwAR0OU5_4bS1bCKnET6yUsCO6IMdgcYy7ASL2V8dK9bHZzpvH3TxBB7sa31Y
- ◆ Possible related discussion items:
 1. Review of P&T documents: Trainings to help folks not compare between institutions and individuals in their review of t&p files.
 2. Engaged Research: remind people that our local/regional work is as important as our national / international footprints, especially as a public land grant university.
 3. Engaged RSCAD part 2: expanding what counts as scholarly production, especially given our engagement mission as land grant institutions
 4. Flexibility in T&P timelines: support (especially junior) faculty whose COVID impact lasts longer than one or two years...

- 6. Update FS Constitution – What should Faculty Senate composition look like? What is the definition of faculty? The Professional Staff Affairs will work on this item as well. Bring our recommendations to Faculty Senate Constitution committee.
 - Joint (FA and PSA) proposal unanimously passed at January 5, 2021, meeting.
 - Proposal forwarded to President Mindy Markham
 - Meeting (Kim) with USS leadership (02/04/2021)
 - Constitution Committee (02/23/2021)
 - Next steps: Candace and Senator Dodd are updating language in proposal >>> Then updated proposal will go back to Constitution Committee for review and approval >>> Executive Committee (goal: March meeting) >>> Faculty Senate (goal: April meeting) >>> University Faculty and Professional Staff vote

- 7. T&P review and revision – continue our current work; include item 2.e.

❖ **From Committee Members**

❖ **Announcements**

- Town Hall meetings: April 1 (9-10 am), and May 10 (8-9 am)

❖ **Adjourn**

❖ **Next meeting: March 16, 2021, 3:30 pm**