

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

October 6, 2020, 3:30 pm

Via Zoom

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

- **Call to Order Faculty Affairs – Don Saucier and Kim Charland (Co-Chairs)**
- **Approve September 15, 2020 Minutes**
- **President Mindy Markham:** Charge to the Faculty Affairs Committee re: Term Employee representation on Faculty Senate
- **Committee Reports**
 - **Salaries and Fringe Benefits Committee:** Todd Easton
 - **University Handbook and Policy Committee:** Betsy Draper
 - **Term vs. Regular Appointments Working Group:** Charlotte Self
This working group will examine term vs. regular appointments and will include representatives from PSA, Faculty Senate, USS, and General Caucus.
 - **Employee Morale Working Group:** Betsy Draper and Michael Oetken
This working group, led by Jay Stephens (HCS) will identify strategies to help improve employee morale and will include Faculty Senators from the Faculty Affairs (Betsy Draper and Michael Oetken) and Professional Staff Affairs (Mishelle Hay-McCammant and Jason Maseberg-Tomlinson) committees.
 - **FSCOT Special Meeting on Academic Tools:** Don Saucier, Faculty Affairs representative
- ❖ **Old and Continuing Business** (add subcommittee members Hackett, Chengappa, Self)
 - 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
 - From Past President Tanya González
<https://www.insidehighered.com/news/2020/09/30/proposal-add-innovation-and-entrepreneurship-tenure-and-promotion-criteria>
 - Extension P&T information
 - 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?

- Report: Tenure & Promotion Review Updates
Subcommittee: Chris Little, Todd Easton, Veronica Denison, Betsy Draper, Maggie Billman
 - 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?”

- Issues facing faculty in the COVID-19 era?

❖ **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

 - 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)

 - 5. Revive Salary and Benefits Committee
 - In process, Todd Easton serves as Faculty Affairs representative

 - 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.
 - Review and discussion of term representation in Faculty Senate Constitution
 - In process, Charlotte Self serves as Faculty Affairs representative to newly formed Term vs. Regular Appointment Working Group

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

 - 8.b. University Handbook updates – interim versus acting appointments
 - Approved proposal presented by Jay Stephens at September 1 meeting
 - Moved forward to September 29 Executive Committee > Exec approved to move proposed revisions to upcoming Faculty Senate agenda for action
 - To be placed on October 13 Faculty Senate agenda

❖ **From Committee Members**

➤ Veronica Denison

❖ **Adjourn**

❖ **Next meeting: October 20, 2020; 3:30 pm**