

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

November 3, 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 October 20, 2020 Minutes**
- **Committee Reports**
 - **Salaries and Fringe Benefits Committee:** Todd Easton
 - **University Handbook and Policy Committee:** Betsy Draper
 - **Term vs. Regular Appointments Working Group:** Charlotte Self
 - **Employee Morale Working Group:** Betsy Draper and Michael Oetken
 - **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
 - 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?”

Procedures for Tenure Evaluation (C110 – C116.2; Deans Council step discussed at C114)

<https://www.k-state.edu/provost/universityhb/fhsecc.html>

- Issues facing faculty in the COVID-19 era?
 - Faculty Senate Past President Tanya Gonzalez provided links to the following papers:
 - <https://www.purdue.edu/butler/documents/Best-Practices-Tool-1-Documenting-Impact-of-COVID-19-for-tenure-track-and-tenured-faculty.pdf>
 - <https://www.mtu.edu/advance/resources/articles-books/supporting-faculty-during-and-after-covid.pdf>

❖ **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 at October 13 Faculty Senate meeting~~

❖ **From Committee Members**

❖ **Adjourn**

❖ **Next meeting: November 17, 2020; 3:30 pm**