

**Kansas State University Faculty Senate**  
**Faculty Affairs Committee**  
**Minutes**  
**February 2, 2021, 3:30 pm**  
**Via Zoom**

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

- **Attended:** *Veronica Denison, Todd Easton, Michael Oetken, Neal Hubbell, Christopher Little, Sara Rosenkranz, Vicki Sherbert, Betsy Draper, Don Saucier, Kim Charland, Jason Hackett, Cliff Hight, Mary Lynn Higginbotham, Maggie Billman, Brian Niehoff*
- **Called to Order Faculty Affairs** – *Don Saucier and Kim Charland (Co-Chairs)*
- **Approved January 19, 2021 Minutes** – *Moved by Chris, Seconded by Betsy, Approved*
- **2021-2022 Faculty Affairs Leadership (Co-Chairs)**
  - Kim Charland’s term for Faculty Senate is up at the end of this academic year.
  - Will need a new Co-Chair for 2021-22 Academic Year. Putting this on people’s radar.
  - Decision for new co-chair will need to be made by April
- **Committee Reports**
  - **Salaries and Fringe Benefits Committee:** Todd Easton
    - Amy Betz planning on sending report about salary numbers to FAC/Faculty Senate. The report will include a cover letter this year with thoughts from the sub-committee.
    - The best way to increase pay is to go up for professorial award. *Don* – in his department the review process was given at very short notice this year.
    - Tuition benefits recommendations have been looked at by President and Provost and they are still discussing.
  - **University Handbook and Policy Committee:** Betsy Draper
    - Scheduled to meet next Tuesday
  - **Employee Morale Working Group:** Betsy Draper and Michael Oetken
    - No updates. Group is defunct and removed for time-being
  - **Communication Working Group:** Jason Hackett
    - First meeting is next Thursday
  - **FSCOT Special Meeting on Academic Tools:** Don Saucier, Faculty Affairs representative
    - Presidential committee to look at what IT should plan and provide for faculty/classrooms
    - Will meet with Provost in March to finalize committee

❖ **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

- *No updates*
- 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

- *No updates*
- 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
  - Revised guide to Exec for electronic vote
  - To be placed on February 9 Faculty Senate agenda for vote
  - This guide will be optional for faculty to use
  - Language does not address professorial award at this time, but possible amendment could be added.
  - Powers that we did not want examples added in the statement guide.

❖ **New Business for 2020-2021**

- *Committee has been doing a great job of addressing issues that have been coming up throughout the year so far.*

➤ 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)
- 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 (Don and Kim) with USS leadership before forwarding to Constitution work group >>> Executive Committee >>> Faculty Senate >>> University Faculty and Professional Staff vote
- 7. T&P review and revision – continue our current work; include item 2.e.

#### ❖ **From Committee Members**

- Update on classroom spraying issue concerns
  - Don reported that spraying policy will stay the same for this semester
- KBOR Policy updates
  - FAC caucuses have been discussing
  - A&S, ADP, Ag, CoTA, Eng colleges have all communicated to faculty/staff about the KBOR policy.
  - Chronicle of Higher Ed reported on this issue.
  - *Todd* – the security of the job is the main reason he’s stayed. Salary is not high, losing tenure is very concerning, affects retirement plans.
  - *Don* – A&S Dean said the only thing left to cut is people. Very concerning. Low performing programs have been affected. KSU admin deciding to merge some programs is concerning. Program closures in the future is concerning.
  - *Jason* – A colleague contacted him concerned about vacation days not being paid out or used because of the policy
  - *Don* - Concerned about KBOR tenure policies in the future.

#### ❖ **Announcements**

- Spring 2021 virtual open forum: February 25, 2-3 pm
- Town Hall meetings: April 1 (9-10 am), and May 10 (8-9 am)

#### ❖ **Adjourned**

#### ❖ **Next meeting: February 16, 2021, 3:30 pm**