

Kansas State University Faculty Senate
Faculty Affairs Committee
Minutes
September 1, 2020, 3:30 pm
Via Zoom

- ❖ **Attended:** Kim Charland, Maggie Billman, Veronica Denison, Betsy Draper, Todd Easton, Neal Hubbell, Chris Little, Brian Niehoff, Michael Oetken, Sara Rosenkranz, Don Saucier

- ❖ **Called to Order Faculty Affairs – Don Saucier and Kim Charland (Co-Chairs) 3:31 pm**

- ❖ **Jay Stephens, HCS (guest):** Mr. Stephens talked to committee about University Handbook Section B.120, Interim vs. Acting language updates.
 - There have been some university-wide struggles with understanding and defining the roles and details of *Interim* and *Acting* appointments within the university.
 - Goal is to clarify the language in the University Handbook
 - Acting Appointment Changes
 - Acting assignments are generally short-term
 - Up to 3 months
 - No competitive process
 - Interim Appointment Changes
 - Up to one year
 - Defined process needs to be in place
 - Competitive recruitment process
 - Upon completion goes back to original pay and job
 - Questions/Comments from Committee?
 - Good for clarification about what is acting vs interim.
 - Would one be able to apply for a different interim position while in current one? **Yes**
 - Would previous full-time position would still be eligible for pay increase while in interim role? **Yes**
 - Proposal Moved by Saucier / Seconded by Easton
 - Proposal Vote Passed by committee

- ❖ **Introductions:** Members of the FAC for the 2020-2021 Academic Year introduced themselves: (Charland, Billman, Denison, Draper, Easton, Hubbell, Little, Niehoff, Oetken, Rosenkranz, Saucier)

- ❖ **Volunteer to serve as Secretary for Faculty Affairs committee and take minutes:** Michael Oetken volunteered to serve for 2020-2021 Academic Year.

- ❖ **May 19, 2020 Minutes:**
 - Approval Moved by Little / Seconded by Hubbell
 - Minutes Approval Vote Passed by committee

- ❖ **Representative needed for Salary & Fringe Benefits Subcommittee:** Todd Easton volunteered to serve on Salary & Fringe Benefits subcommittee.

- ❖ **Representative needed for University Handbook and Policy Committee:** Betsy Draper volunteered.
- ❖ **Old and Continuing Business:**

- **Re-assign Faculty Affairs Subcommittees**

- *P&T Document Sections for Community Engagement and Societal Benefit Subcommittee*
 - Reviewed charge: 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.
 - Re-assigned: Michael Oetken, Don Saucier, Neal Hubbell
- *Department Head vs. Department Chair in Handbook Subcommittee*
 - Reviewed charge: 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?
 - Re-assigned: Vicki Sherbert, Sara Rosenkranz, Kim Charland, Brian Niehoff
- *P&T Review Subcommittee*
 - Reviewed charge: Create a faculty-comprised university committee to be the last step of review. Provide a proposal to update the University Handbook 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?"
 - Re-assigned: Chris Little, Todd Easton, Veronica Denison, Betsy Draper, Maggie Billman

- ❖ **New Business for 2020-2021**

- **Reviewed term representation in Faculty Senate Constitution:**

- 2.e. Social justice issues - Subcommittee to review items important to P&T Revisions
- Update Faculty Senate Constitution to address questions: What is definition of Faculty? What is the purpose of Faculty Affairs committee?
- 2.f. Should consider a dual Faculty Affairs and Academic Affairs committee / co-committee to consider with policy changes.
- Work on a requirement for diversity training education in university professional development
- Possible new committee to address Human Diversity definition and issues. K-State 8 tag issues

- **Issues facing faculty in the COVID-19 era?**

- 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
- *Chris* - Biggest impact is scholarship
- Hard time quantifying because of Tenure pause
- *Sara* - Need a new solution instead of pausing Tenure clock
- *Brian* - Research Office received high number of grants this last academic year
- Big gender gap in number of publication submissions this last year
- *Vicki* - Had book chapter submitted and publisher delayed production
- *Veronica, Sara* - Type of research and scholarship is impacted due to human interactions
- *Betsy* - How to address issues with faculty that are not on a good tenure path and struggling?
- *Don* - Think about challenges. What are mitigations, solutions for those challenges to provide a sense of grace in these challenging times?
- *Chris* - Need to have continuity among administrators across the university in regard to evaluations and reviews.
- *Brian* - Challenge comes from fellow faculty Tenure committees. Need to have a sense of consistency
- *Vicki* - COVID addendum added to tenure packet is a possible solution.

❖ **From Committee Members:** None

❖ **Adjourned:** 5:00 pm

❖ **Next meeting:** September, 15, 2020; 3:30 pm