

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

September 15, 2020, 3:30 pm

Via Zoom

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

- ❖ **Attended:** Kim Charland, Maggie Billman, Veronica Denison, Todd Easton, Jason Hackett, Cliff Hight, Neal Hubbell, Brian Niehoff, Michael Oetken, Sara Rosenkranz, Don Saucier, Charlotte Self
- ❖ **Call to Order Faculty Affairs** – Don Saucier and Kim Charland (Co-Chairs)
- ❖ **Approve September 1, 2020 Minutes** Maggie moved to approve, Vicki seconded. Minutes approved.
- ❖ **Committee Reports**
 - **Salaries and Fringe Benefits Committee:** Todd Easton.
 - Established charge of committee
 - Will look at salaries – will find and report salary comparisons against other universities
 - Tuition benefits discussion – for all employees (term)
 - Primary focus of committee work will be on salaries
 - Suggestion to invite Ben N. to next meeting
 - **University Handbook and Policy Committee:**
 - Cliff Hight – chair of committee spoke to committee
 - Updated draft of charge
 - Focus on COVID related policies
 - Ways to ensure policies that exist in multiple locations are synced
 - **Term vs. Regular Appointments Working Group:** need volunteer
 - This working group will examine term vs. regular appointments and will include representatives from PSA, Faculty Senate, USS, and General Caucus.
 - Charlotte Self volunteered to serve on the working group
- ❖ **Old and Continuing Business (add subcommittee members)**
 - Report on Promotion and Tenure Document Sections for Community Engagement and Societal Benefit
Subcommittee: Neal Hubbell, Michael Oetken, Don Saucier
 - No new information at this time
 - Report on Department Head vs. Department Chair language in Handbook
Subcommittee: Vicki Sherbert, Sara Rosenkranz, Kim Charland, Brian Niehoff
 - Vicki worked on some standard definitions from College of Education last spring.
 - Sara reached out to Dept. of History
 - Report: Tenure & Promotion Review Updates

Subcommittee: Chris Little, Todd Easton, Veronica Denison, Betsy Draper, Maggie Billman

- No new information at this time.

➤ 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
 - Brian – Administration is working on these issues as they come up. If there are issues that come up faculty are encouraged to contact administration
 - Don – Some faculty were disappointed in the quick turn-around to report modality for Spring 2021 semester; felt unappreciated. Brian responded -- that the timing had to incorporate a quick-turnaround for registrar office. If there are ongoing issues with modality change/room change contact associate deans.
 - Todd – Reporting online only vs. not online would simplify modality questions. Hard to plan with room scheduling questions.
 - Don – If you have a high-flex class and no students are showing up to face-to-face, can we move to online only? Brian said there will be an announcement coming out soon.
 - Brian will report these comments and issues to Provost group.
 - Charlotte – working with EAP to come to campus and work with F&S on positive morale. Committee gave feedback to Charlotte:
 - Michael – campus feels lonely and isolated. Losing sense of community and interaction with other faculty and students.
 - Don and Neal – furloughs and/or pay reductions are hard on faculty (especially with dual KSU households). Wants to make sure we don't have to go through this again next year. Neal feels like things are weakening at the university.
 - Jason – KSRE. Managers/directors sharing a large amount of the load. Increase in amount of work, but have to use furlough days (less days to work.) Trying to find a way to encourage staff to take a day off here and there.
 - Todd – hard to distinguish K-State morale vs. COVID morale.
 - Veronica – Library staff stressed about having to go into Library to work because of quarantine issues. Started to take sick leave because of mental stress.
 - Vicki – There's an underlying stress. Hard for some employees to handle the emotions.
 - Don – some faculty are feeling like they're working harder but the product they're giving is not as good as before COVID.
 - Todd – hard to keep up with COVID reports. Can't police and track all of the students. Too much for faculty to deal with.
 - Neal – worried about long-term effects on all faculty (older, younger, mid-career). Brian said we'll need to have a plan in place for how we're going to move forward once COVID dies down.
- 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)
 - No comments

- 5. Revive Salary and Benefits Committee
 - No comments
- 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.
 - No comments
- 7. T&P review and revision – continue our current work; include item 2.e.
 - No comments
- 8.b. University Handbook updates – interim versus acting appointments
 - No comments

❖ **From Committee Members - None**

❖ **Adjourned**

❖ **Next meeting: October 6, 2020; 3:30 pm**