

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

November 17, 2020, 3:30 pm

Via Zoom

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

- **Attended:** *Kim Charland, Don Saucier, Todd Easton, Jason Hackett, Michael Oetken, Brian Niehoff, Christopher Little, Neal Hubbell, Veronica Denison, Vicki Sherbert, Sara Rosenkranz, Charlotte Self, Betsy Draper, Maggie Billman*
- **Call to Order Faculty Affairs** – *Don Saucier*
- **Approve November 3, 2020 Minutes**
 - Minutes approved
- **Committee Reports**
 - **Salaries and Fringe Benefits Committee:** *Todd Easton*
 - New Institutional numbers provided.
 - Looking at drafting a revised version of the proposal.
 - Want all employees to be eligible upon employment or after 1 year.
 - Undergrads contribute 5 hours of tuition and all fees.
 - Term employees are stable. Over 450 term employees have been here at least 5 years.
 - Will help recruitment and retention of students.
 - Will help with morale and faculty recruitment.
 - 4,200 employees would be eligible. 7% take advantage right now.
 - Still trying to get pushed through for Fall 2021.
 - Might look at making it a scholarship program instead of grant program.
 - *Jason* – shared feedback from Extension employee. Very passionate about changing the current policy.
 - *Neal* – idea that spouse benefits might be different.
 - *Don* – logistics will be the big issue. *Todd* – 25 to 35% increase of cost if it's changed to every employee eligible upon employment.
 - *Sara* – Suggestion to not include all the options, only include the best option to reduce risk of administration approving the lowest option.
 - *FAC will plan to vote electronically*
 - **University Handbook and Policy Committee:** *Betsy Draper*
 - Chosen name policy – people who prefer to use another first name can do so.
 - *Maggie* – SGA wrote a resolution for chosen name policy change for Canvas.
 - Working on comparing PPM with Handbook for discrepancies.
 - **Term vs. Regular Appointments Working Group:** *Charlotte Self*
 - Below are the points that were discussed in the Professional Staff Affairs:

- Term employees would be elected to Faculty Senate as at-large members and would comprise their own caucus where only term employees would vote for the slate.
 - Each senator would have a 3-year term. These terms would be staggered
 - The composition of the Term Caucus would include members from all colleges and the general university. There would not be more than 1 term employee from each college/general university.
 - The size of the caucus would not be more than 10% of Faculty Senate.
 - They would have a seat on all the standing committees include the Executive Committee
- Want to make sure the group is productive since other committees are working on similar issues.
- **Employee Morale Working Group:** *Betsy Draper* and *Michael Oetken*
 - *Charlotte* said there has been no movement on the group.
 - *Betsy* will email about an update
- **FSCOT Special Meeting on Academic Tools:** *Don Saucier*, Faculty Affairs representative
 - Working on what the committee will look like as far as membership
- **Old and Continuing Business**
 - Report on Promotion and Tenure Document Sections for Community Engagement and Societal Benefit Subcommittee: *Neal Hubbell, Michael Oetken, Don Saucier*
 - *Michael* – provided the committee with the College of Technology and Aviation’s School of Integrated Studies recent P&T doc that added some language regarding Community Engagement in Section C – Service.
 - Report on Department Head vs. Department Chair in Handbook Subcommittee: *Vicki Sherbert, Sara Rosenkranz, Kim Charland, Brian Niehoff*
 - No updates
 - Report: Tenure & Promotion Review Updates Subcommittee: *Chris Little, Todd Easton, Veronica Denison, Betsy Draper, Maggie Billman*
 - Faculty Senate Exec. committee was not in favor of changing the review process.
 - Recommend leaving process as is and removing from FAC To-Do List.
- **New Business for 2020-2021**
 - **The issue of student days off during Spring Semester will continue**
 - *Maggie* – There was a joint meeting after the all-FS meeting. Nathan B. had another meeting concerning the SGA resolution discussing the issues brought up at all-FS meeting. Revised version will have a new date and include one Friday.
 - *Todd* – Would rather have one-week Spring Break instead of 2 days off to reduce risk of 2 travel periods.
 - *Maggie* – SGA added a new clause that recommends students don’t travel and stay in Manhattan.

- *Don* – Need to collaborate to propose best solution for all. Hope everyone will look at all viewpoints.
- *Kim* – New resolution will specify it as a “university” holiday – issue of mental health of faculty and staff taken into account as well.
- *Sara* – Need to be prepared for push-back by faculty.
- *Jason* – Idea of working with Lafene to get more testing if students are travelling.
- *Don* – shared upcoming events at TLC: Our first event will be on Wednesday, January 20th featuring Don Saucier presenting "Encouraging Empathy in Your Course Design and Policies." The following week, on Wednesday, January 27th, LaBarbara Wigfall will present "Maintaining Your and Your Students' Mind, Body, & Spirit." Mark your calendars!

➤ **Items from Faculty Senate Year-Long Agenda**

- 1. Participate in and advocate for faculty and staff in the COVID-19 planning process.
- 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.
 - Will wait to see what Professional Staff Affairs provides.
- 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** – Nothing at this time
- **Adjourned**
- **Next meeting: December 15, 2020; 3:30 pm**