

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

December 15, 2020, 3:30 pm

Via Zoom

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

- **Attended:** *Veronica Denison, Todd Easton, Jason Hackett, Neal Hubbell, Christopher Little, Sara Rosenkranz, Vicki Sherbert, Madai Rivera (for Betsy Draper), Brian Niehoff, Cliff Hight, Don Saucier, Kim Charland*

- **Call to Order Faculty Affairs – Don Saucier**

- **Approve November 17, 2020 Minutes**
 - *Little moved, Easton seconded, minutes approved*

- **Committee Reports**
 - **Salaries and Fringe Benefits Committee:** *Todd Easton*
 - *The recommended Change to Dependent/Spouse Tuition Grant Policy was passed unanimously by Faculty Senate at the December 8 meeting.*
 - *The recommended Change to Dependent/Spouse Tuition Grant Policy was presented to President and Provost at the December 14 FSLC meeting.*
 - **University Handbook and Policy Committee:** *Madai Rivera for Betsy Draper*
 - *No meetings since the last Faculty Affairs Committee meeting. Subgroups have been conducting reviews and results will be shared at the January meeting.*
 - **Term vs. Regular Appointments Working Group:** *Charlotte Self*
 - *No report*
 - **Employee Morale Working Group:** *Madai Rivera for Betsy Draper and Michael Oetken*
 - *Jay Stephens responded (Nov 17) to Betsy's email inquiry about the status, noting he was not sure it was active yet and he would check with Elliot Young. Betsy will post an update if/when it occurs.*
 - **FSCOT Special Meeting on Academic Tools:** *Don Saucier, Faculty Affairs representative*
 - *Proposed Presidential Committee re: academic technology tools was discussed with President and Provost at the December 14 FSLC meeting.*
 - *Question asked about email policy status. Cliff Hight provided some background about issues (FERPA, security, open records act) to be considered in developing policy.*

- ❖ **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*

 - 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
 - *Confirmed committee's recommendation to leave process as is and removing item from FAC To-Do List.*

- Issues facing faculty in the COVID-19 era?
 - *A subcommittee (Tanya Gonzalez, Brian Niehoff, Mary Tolar) has been created to develop a COVID-19 impact statement for faculty. The subcommittee's proposal will be forwarded to Faculty Affairs.*
 - *Brian provided background*
 - *The University of Delaware statement was reviewed*
 - *Discussion and feedback provided to Brian to take back to subcommittee*
 - *Asymmetric effects on faculty*
 - *Impact of mandatory furloughs*
 - *Long-term impact, effects will not be resolved quickly*
 - *Difficult for high achieving faculty to admit decrease in productivity*
 - *Questions about tenure-clock*
 - *Impact of anxiety and stress should be included in statement*
 - *Flexibility needed*
 - *Good things in Delaware document, but several important items missing*
 - *Impact on mental health needs to be emphasized, clarified*
 - *Time spend acquiring COVID knowledge to keep faculty and students safe, therefore less effective at work, "unrewarded research"*
 - *Statement need to be manageable, not "tomes"*
 - *Impact on faculty advising should be addressed*

❖ **New Business for 2020-2021**

- 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)

 - 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.
 - *Reviewed and discussed Professional Staff Affairs proposal for term representation in Faculty Senate Constitution*
 - *Questions raised about reasoning for separate caucus*
 - *Faculty Affairs and Professional Staff Affairs will hold a joint meeting on January 5 to discuss*

 - 7. T&P review and revision – continue our current work; include item 2.e.

- ❖ **From Committee Members** – Nothing at this time
- ❖ **Adjourned** 4:52 p.m.
- ❖ **Next meeting: January 5, 2021, 3:30 pm**
-joint meeting with Professional Staff Affairs re: term representation in Faculty Senate Constitution