

Kansas State University Faculty Senate
Faculty Affairs Committee
Minutes
September 20, 2022, 3:30 Via Zoom

- **Call to order Faculty Affairs – Marcellus Caldas**
 - Present: Marcellus Caldas, Juan Pineda Gomez, Chris Little, Charlotte Self, Tanya Gonzalez, Jia “Grace” Liang, Ryan Leimkuehler, Brad Cunningham, Jessica Spare

- **Selection of Secretary**
 - No volunteers

- **Decision about F2F meeting**
 - Co-Chair Marcellus Caldas will send doodle poll to members to determine at least one meeting this semester in person.

- **Approval of September 6, 2022 Minutes – Approved**

- **Committee Reports**
 - **University Handbook and Policy Committee – Chris Little**

The University Handbook committee met on September 13, 2022. Reviewed items from previous last year activities. If making changes/updates in the handbook regarding title or officers, names, programs, website links, etc. a form has to be submitted for approval. Handbook Sections F; Appendices R and V, being reviewed. Looking at parallel nature of what handbook and PPM 4045 remote work make sure standardized. Reviewing KBOR statement freedom of Speech with Appendix C – Academic Freedom and Tenure. Provost Office reviewing Ombuds document should be ready to review in two weeks.
 - Handbook Section F, will have joint meeting with Academic Affairs Committee.
 - Appendix R – will share document before next meeting.
 - P/T - no report. Need to have a draft for discussion by end of October.

- **New and Continuing Business for 2022-2023**
 - Marcellus Caldas October meeting will have some items to vote on. Syllabus statement vote in October. Need to update syllabus wearing of masks statement.

- **Future of Business**
 - Instructors/Teaching Professors – Discuss similar benefits regarding promotion. Framework for promotion along with financial support for professors. Need to have a clear process and benchmarks providing they have the correct credentials. Financial support may be challenging. Need to share with Academic Affairs and consider joint meeting.
 - Downslope of pandemic – Discuss the Impact of 2020 and 2021 that will last 5 years up to a decade. It may affect P/T for those hired during the pandemic. Concerned that evaluations may forget the long-term Impact of Covid Statement. Will ask the Provost

Office to include the Impact Covid Statement in the K-State Today around evaluation period Nov/Mar.

- Increase administrators' interaction with shared governance. More town hall university wide meetings may be beneficial for open transparency.
 - Charge for FAC. Next committee meeting, be prepared to provide examples to identify when shared governance transparency has fallen short.
 - Merit and Promotion Raises. What is the university plan how to change mechanisms to address merit and promotion raises? Marcellus Caldas charged the committee with asking their respective caucus what they want Faculty Affairs to focus on during this academic year.
 - Provost Meeting. Prepare an agenda of topics to discuss with the Provost. Meanwhile, the committee will get with the Provost Office to include a COVID Impact Statement in the K-State Today.
 - Interdisciplinary activities. Include in P/T document, interdisciplinary research and salary discussion.
- **Announcement(s)**
 - Dr. Tanya Gonzalez:
 - K-State is taking steps to implement the [KBOR General Education Framework](#) now. We are working with FS Academic Affairs Committee to approve policy and move towards implementation at the department level.
 - KBOR is changing their program review process and has paused program review for FY 23 and FY24.
 - K-State's Academic Program Review and Revitalization (APRR) implementation will continue this year
 - Teaching and Learning theme is "Balance" and they have a lot of activities (Wednesday professional developments; Inclusive Teaching book club (fall 2022); New Faculty Institute); Faculty Burnout book club (Spring 2023).
 - [NCFDD institutional membership](#) has a lot of resources for faculty, staff, post-docs, grad students success. It's FREE and you can view webinars and connect with colleagues across the country.
 - Please contact Tanya if you have any other ideas or requests for faculty and staff success / support initiatives.
 - Charlotte Self
 - Watch for Open Enrollment announcement (employee costs staying flat or decreasing) changes will be announced
 - HCS Talent Acquisition working on an advertising enhancement to indicate if positions are available for remote/hybrid/onsite work. Candidates will have an opportunity to filter/sort by these options.
 - **Adjourn** – 4:40 p.m.
 - **Upcoming meetings**
 - October 4
 - October 18

November 1
November 15
December 6
December 20
January 17
February 7
February 21
March 7
March 21
April 4
April 18
May 2
May 16