

Kansas State University Faculty Senate
Faculty Affairs (FA) Committee
Minutes of meeting on
October 18, 2022, 3:30 pm
Via Zoom (mtg ID 239-299-0201)

Attending: Brad Cunningham (chair), LaBarbara Wigfall, Tareque Nasser, Aaron Stroot, Christopher Little, Kimberly Kramer, Ryan Leimkuehler, Joel DeRouchey, Melody LeHew, Jessica Oshnock, Grace Liang, Charlotte Self, Juan Gomez, Justin Kastner, and Cliff Hight.

Approval: The minutes from the 3 October meeting were approved.

Secretary selected: Justin Kastner was selected as secretary of the FA committee.

Salaries and Benefits sub-committee report: Justin Kastner gave a report for the Salaries and Benefits committee, noting that the committee was deliberating on how best to advocate for the various categories of faculty/instructors listed in the handbook.

University Handbook and Policy Committee report: Chris Little gave a report from the University Handbook and Policy Committee, noting the principal point of discussion was the proposed language changes to the University Handbook (section C192) regarding the Ombudspersons at K-State. Chris reported that the University Handbook and Policy Committee has approved the proposed changes, and now the Faculty Affairs committee needs to weigh in with its view on the proposed changes. Melody LeHew, LaBarbara Wigfall, Brad Cunningham, and Joel DeRouchey all noted that they were comfortable with the proposed changes, noting that the new language provides sufficient flexibility for the selection of ombudspersons from candidates who are judged to be in "good standing." Tareque Nasser asked whether or not there were specific Policies and Procedures (i.e., in the PPM) regarding the selection of the ombudspersons; the thinking of the committee is that there are no such PPM details. The consensus of the committee was to support the proposed language changes. Therefore, Brad will communicate to Faculty Senate leadership our committee's support of the changes.

New and Continuing Business:

- The FA committee then turned to business regarding the "Report on Promotion and Tenure Document Sections for Community Engagement and Societal Benefit." At issue is how to define "community engagement" for possible inclusion in the university handbook. LaBarbara Wigfall (and Melody LeHew) spoke on behalf of the Subcommittee (members: Marcellus, Tanya, La Barbara, and Melody), explaining that one of the time-consuming challenges relates to how to define "community engagement." One of the key questions, Melody noted, is whether the P&T document should use "engagement" of its various forms, and not simply and specifically "community engagement." A draft document from the subcommittee is in the works and will likely be ready for review by FA in early 2023. Joel DeRouchey raised a question about the difference between job-related engagement and, more generally, volunteerism, etc. LaBarbara noted that the element of "scholarship" as part of engagement was crucial to differentiating between volunteerism and "engagement." LaBarbara also noted that President Linton is quite keen on supporting community engagement, which makes this matter all the more

important/relevant. Brad also conveyed to LaBarbara that Julie Yu was willing to collaborate on DEIB-related language for the draft document.

- Cliff Hight spoke about Appendix R of the University Handbook (regarding Intellectual Property Policy and Institutional Procedure), and noted this effort is ongoing.

Future Business:

- **A year-long agenda:** Brad (speaking on behalf of himself and co-chair Marcellus Caldas) noted that we should have a year-long agenda, and the group discussed various possible topics. Kimberly Kramer voiced support for the committee visiting the sabbatical policy. Melody asked about what past discussions have taken place regarding specific shortcomings/needs in the existing policy, and Brad mentioned that there were concerns about whether or not teaching professors can take a sabbatical or not. Melody proposed that the sabbatical policy ought to point to the specific definitions of faculty appointments covered by the policy. Kimberly posed the question about whether individual colleges have different policies. It was agreed that Justin would take the conceptual issue of the "sabbatical" (as a kind of potential "benefit") to the Salaries and Benefits Sub-committee; he will share that with the Salaries and Benefits Sub-committee in due course. Amongst others, Joel and Melody suggested that further discussions about the sabbatical policy seem to be merited. Brad indicated that he would confer with the Faculty Senate leadership about what might be helpful/valued in a revisited sabbatical policy.

Other notices from committee members:

- Melody noted that she had passed along a faculty-related concern to Marcellus to be shared with Faculty Senate leadership. Melody noted that there is some concern that the administration is not transparent and proactive regarding recent KBOR changes regarding academic programming for general education. The concern was that a request had been made to see the draft document with K-State's plan of action (?). There was additional discussion by the FA committee about how faculty can best be involved in this important matter that will, in any case, fall to faculty who teach.

Announcements:

- The next meeting will take place on Tuesday, Nov 1, 2022, at 3:30pm. Ryan Liemkuehler kindly offered to help identify a place for the face-to-face meeting.

(These minutes dutifully submitted by Justin Kastner, secretary, at 5:35pm on 18 October 2022.)