

**Kansas State University Faculty Senate  
Faculty Affairs Committee (FAC)  
Minutes from meeting on  
November 15, 2022, 3:30 pm  
via Zoom**

**Call to order, attendance, and past meeting's minutes**

Marcellus Caldas and Brad Cunningham (co-chairs) called the meeting to order.

Those present (via Zoom) included the following: Brad Cunningham (co-chair), Marcellus Caldas (co-chair), Chris Little, Melody LeHew, Tareque Nasser, LaBarbara Wigfall, Aaron Stroot, Jessica Oshnock, Joel DeRouchey, Charlotte Self, Cliff Hight, Grace Liang, and (arriving late) Justin Kastner. Guests included Faculty Senate President Don Saucer. Those not attending included Kimberly Kramer, Jessica Spare, Howard Hahn, Ryan Leimkuehler, Juan Gomez, and Tanya Gonzalez.

The committee approved the November 1, 2022 meeting's minutes.

**Committee Reports/Discussion**

Chris Little (University Handbook and Policy Committee) gave an update, and noted the following ongoing activities:

- Regarding Appendix R Intellectual Property, the committee is almost done gathering the right people; a next step is to get the work done, which should extend into next year.
- With regard to Section F Student Policies, there have been several small updates where necessary.
- The committee is creating a flowchart for the process of making Handbook changes.

Chris also mentioned that the Handbook committee is interested in possible attention given to Section E 1-8 Sabbatical (but nothing formal to report).

A subcommittee update was given about the 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. Subcommittee members include: Marcellus, Tanya, La Barbara, Melody, and Tim Steffensmeier. Several ongoing activities were noted:

- The subcommittee is looking at definitions and graphics for addition to the handbook, reviewing a matrix that might be used for tracking. Tanya and Melody met and are looking to overlay language in the handbook, currently refining points, not ready to put

forward anything yet. Need to make clear the difference between outreach and “being engaged” versus “Community Engagement.”

- The subcommittee is looking at how Ag and Extension will come into play. In this regard, they are looking at Colorado State as a model as they have already started working through this same process of “engaged” versus “Community Engagement.”

LaBarbara then kindly showed (via shared screen) a template that the subcommittee is working on. Melody stressed that while the “language” might be added to the Handbook, there will then still be “implementation” needs/challenges; there will be a long-term effort. These language changes would ultimately be for section C 1-7 (faculty responsibilities) of the handbook. LaBarbara said that “DEIB” would not be part of (commingled with) engaged scholarship’s definition. The subcommittee’s work will ultimately go to the University Handbook committee. Joel mentioned that Extension faculty are keenly interested in this issue.

Cliff Hight indicated there was nothing significant to report about section “R”

Justin (who arrived late), then gave a subcommittee report regarding Salaries and Benefits. He mentioned that the subcommittee is gathering some data on whether or not promoted non-tenure-track faculty did or did not receive any “compensation boost” at the time of their promotion. He also mentioned that the subcommittee was not keen to take up the issue of sabbatical as a “benefit” and did not plan to make any more headway on that issue.

- Tareque Nasser commented on the practice of funds-not-being-there-in-units, and the reality that some seek promotions just to increase stature.

### **Future business:**

#### Open syllabi:

The Faculty Senate president asks us to consider the “open syllabi” concept. President Saucier wants us to consider “is it doable?” and the advantages/disadvantages of having open syllabi. It was noted that this idea originally came from SGA. Questions include the following: Is this doable? What concerns would FAC have? What information might be helpful/off limits? Class SLOs? Class Topics? Class policies? Class structure? Other topics that might help or be off-limits? Concerns?

Brad encouraged committee members to go back to our faculty/caucuses and get some input on having every class where all syllabi are centrally available to students and regularly updated, and then share those perspectives with Brad so the FAC can share them with Don. Tareque questioned how much value/help open syllabi would have. Marcellus said that the SGA idea came from a student who attended a conference about open syllabi.

### Weather policy:

Charlotte then talked about the Inclement Weather policy and the need for consistency, and there was a need to be working with the provost office.

### Sabbatical:

Brad mentioned forthcoming possible work with the sabbatical policy; Tareque mentioned we should discuss the policy for the sake of clarity. Melody said that one of the key issues was *who* could take a sabbatical; therefore, the first step is to find out from administrators what the practice is. Kimberly mentioned there are practical limitations/funding constraints.

Justin suggested that everyone go to their administrators and find out how they interpret/read the current sabbatical policy in terms of “who qualifies.” Joel mentioned that we should get the answer on this from the deans and the provost. Grace mentioned that dept chairs necessarily are involved in screening/selecting folks for sabbaticals. Discussion continued and it was agreed that we all try to get some input from administrators on their view of the sabbatical, email it to Brad, and then we can have a discussion.

Melody emphasized that a core issue is one of discrepancy of funding, etc.

### **Announcements/other discussion:**

Listening sessions/strategic planning (*NextGen K-State*) have been going on across the campus; Brad noted that there are several common concerns emerging in the listening sessions.

There is still no scheduled meeting of the FAC with President Linton.

Regarding concerns that the slogan “universities for Kansans,” Don said thanks for conveying that, and he has passed that along to the admin. Incidentally, it was noted that KSU is in the midst of trying to find a new director of communications and marketing.

The Faculty Senate Leadership Council meets with the KBOR on Thursday, 17 November, to discuss several matters; we will stay tuned as Brad brings back news.

### **Adjournment and next meeting**

The meeting was adjourned, and the next FAC meeting will take place at 3:30pm on Tuesday, December 6, via Zoom.