

**Kansas State University Faculty Senate**  
**SPECIAL MEETING**  
**Faculty Affairs Committee**  
**Minutes**  
**Nov 27th, 2023 (2:00pm) meeting**  
**Zoom <https://ksu.zoom.us/j/837797836>**

**Call to Order** - Brad Cunningham and Tareque Nasser (co-chairs) called the meeting to order. Others in attendance included LaBarbara Wigfall, Don Von Bergen (Faculty Senate president, and guest), Andrew Wefald, Paige Adams, Merta Scott-Hall, Amir Bahadori, Eve McCulloch, Anthony Ferraro, Roger Adams, and Justin Kastner (secretary).

**Purpose of the special meeting** - Brad recounted some of the discussions from the floor of the last Faculty Senate meeting, as well as recent Faculty Affairs committee meetings, and indicated his goal for the committee today to consider an array of proposed changes received from the likes of the Ag Caucus, Personal Financial Planning, Chemistry, Sociology, Engineering, Health and Human Sciences, Extension, the Provost office, and the Faculty Senate floor.

Those present then breathed deeply and proceeded with the task in front of them.

Referring to the latest version of the DRAFT workload policy, Brad asked if anyone had any critiques to offer.

- Eve McCulloch asked if it would be helpful to add a statement about KSU being a “Land Grant University.”
- Roger Adams asked about Tanya Gonzalez’s role on the FAC. Brad explained that she is ex-officio and a provost-office liaison to the FAC. Brad noted that it is the Provost’s office who will deliver the ultimate “reply” to the KBOR’s mandate for a workload policy. Nevertheless, the policy itself will be Faculty Senate’s policy. While affirming Tanya as a colleague, Roger expressed concerns about “deference” to the Provost’s office.

Brad turned to the DRAFT policy and went over the changes in it:

- The date of the draft (changed to December); there were no objections to this.
- The definition of “college:” A long discussion ensued about this, including whether or not a “college” refers to an entity led by a dean.
- How to deal with the paragraph where we might insert “Land Grant University:” Eve suggested this, and it was incorporated into the DRAFT under “policy.” Brad and LaBarbara suggested some language to acknowledge that public land grant university faculty are active—and expected to be active—in the dissemination of knowledge. This new language was approved by the committee.
- Brad turned to the suggestion regarding “acknowledging the complexity and diversity...:” Justin and LaBarbara both suggested keeping the statement in. Others (namely, Eve and Amir) made some wording-choice suggestions. Brad made another suggestion to delete the statement’s reference to “PhD-granting.” These were agreed on by the committee.

- With respect to the 9-month vs 12-month faculty issue: The committee agreed to retain the statement about 9-month contracts. It was agreed to retain reference to engaged scholarship being embedded in teaching, research, extension, and service percentages of faculty appointments.
- Other general grammatical and punctuation-related edits were made and agreed upon.
- In one instance in the new draft, “commonly” was chosen over “typically.”
- It was noted that the Provost office opposed one suggested sentence, proposed by Amir Bahadori (i.e., “In many units...workload-to-section credit-hour conversion...”). Some committee members also suggested deleting this sentence. Eve remarked that she recognized the importance of what Amir was proposing, and what he was trying to address; the committee continued to discuss this, and struggled to come up with a revised sentence. Ultimately, the committee agreed on a sentence with “Each college shall establish workload-to-section credit-hour conversions...”
- The committee then pondered what happens if there is a disagreement between a faculty member and a unit leader or dean. A lengthy discussion ensued; committee members debated whether or not an established University Handbook-defined process would be good to refer to, or if there should be a charge that Faculty Senate and/or the Provost office develop a new process for this particular workload-related issue. In the end, it was agreed to retain the reference to the University Handbook’s procedures.

Having made all the changes to the draft, the committee agreed to forward it on to Faculty Senate leadership (exec) to consider.

The meeting adjourned.