

Kansas State University Faculty Senate
Faculty Affairs Committee
Minutes
Dec 5th, 2023, 3:30 pm
Zoom <https://ksu.zoom.us/j/837797836>

- **Call to Order - Faculty Affairs** – Brad Cunningham (co-chair) called the meeting to order. Others in attendance included Tareque Nasser, Ashley Noll, Anthony Ferraro, Rachael Clews, Roger Adams, Merta Scott-Hall, Paige Adams, Andrew Wefald, Charlotte Self, Amir Bahadori, KC Olson, Eve McCulloch, Tanya Gonzalez, Cliff Hight, and Justin Kastner (secretary).
- **Approve the Nov 7th, 2023, Minutes** – The minutes from the 7 November meeting were accepted without objection. Brad also noted that the recent (November 27) special meeting of Faculty Affairs also featured some minutes, which Justin sent to Brad, who has passed them along to Candace for posting.
- **Committee Reports**
 - ◆ **Salaries and Fringe Benefits Committee:** Other than the continuing business (see below) regarding the report and recommendations of the SFBC, Justin did not have any new notices.
 - ◆ **University Handbook and Policy Committee:** Cliff Hight reported that progress has been made on Appendix R (Intellectual Property Policy and Institutional Procedure), and that work would soon be forwarded early next year. With respect to University Handbook sections A3, B35, D30, J1, K73, etc., Cliff noted there would be some forthcoming “global” changes. With respect to University Handbook section E121 (Contributing Programs at Kansas State University), work continues. Cliff then asked for clarification on the “global pronoun change” issue. Brad noted there was a previous suggestion to simply remove all references to pronouns, but he also recognized that would be a “big lift” for the Handbook committee. Cliff asked if others on the committee had thoughts on this, so as to provide him with guidance on which work to tackle next in his committee. A discussion involving Eve, Brad, and others followed, and it was agreed that this committee (FAC) needs to decide what we truly want to do or not, and give clear direction to the Handbook committee. Brad suggested that the FAC could maybe vote on the pronoun issue—and give clear direction—on 19 December. Ashley said that removal of pronouns, while a huge lift, would make the Handbook language long-standing. Cliff noted there will still be locations where pronouns cannot be removed altogether; to deal with this, Cliff suggested that “they” (which, in the English language, is acceptable) could be used in instances where pronouns are necessary. Roger asked how hard it would be to do a global search for he/she pronouns in the handbook, and Roger suggested that he/she pronouns may not be necessary. Cliff indicated that his committee has worked on converting some of the he/she pronouns to “they.” Cliff said that if pronouns were to be removed altogether, this would require more work (due to sentence construction changes, etc.). Amir spoke up, suggesting a global replacement of pronouns to something like “the faculty members” (and not have pronouns). Rachel spoke up, indicating that AP writing style suggests “they” for pronouns, including when gender isn’t even relevant. Justin suggested paying \$100 to a graduate student to make the global changes, and then have the committee review it and vote on the draft. Cliff was not opposed to this idea. Brad said he would ask, but noted that Candace has reported on the difficulty of doing this in the past. Justin

suggested this kind of work could be a meaningful project for a graduate student in college student personnel/academic administration grad studies. Cliff saw merit in Rachel's and Justin's suggestion, and wondered if a uniform style could be applied to the Handbook. Ashley said it was important to be inclusive in this process. Brad concluded that the FAC needs a bit more time, and he said we would come back on the 19th for a vote on this.

- **New and Continuing Business for 2023-2024**

- Report and recommendations on promoted non-tenure track faculty compensation – Brad referenced the Salaries and Fringe Benefits Committee's (SFBC's) work and report/recommendations, which Brian Lindshield had presented on at the last FAC meeting. Brad noted that some may need more time to digest the report and recommendations. Eve voiced support for the well-written report, and she wondered if it might be appropriate for FAC to indicate support for the report, or if more work was needed to be added. Brad indicated that he had conferred with Faculty Senate exec about what FAC ought to do with the SFBC's report and recommendations, and he has not yet received a clear answer. However, it was generally agreed that the FAC could eventually issue an affirmation/endorsement/resolution in favor of the report and recommendations. Justin emphasized the "multiple years of work" in the report, and stressed that, once FS exec gives us direction, the FAC should make a motion to, at a minimum, endorse the report and recommendations, and pass that on to President Don Von Bergen. Brad noted that he recently learned that Shanna Legleiter (Human Resources) reported that Human Resources may be initiating its own salary/compensation study. Brad and others agreed that it would make sense for the FAC to act on this at the Dec 19 meeting. Charlotte (who works with Human Resources) confirmed this—that there will be both a study and an effort to review the university's "compensation philosophy," explore updating PPM chapters, etc. Charlotte mentioned that the time frame would not start until around April-May 2024 (launch of the RFP for a vendor to assist with the work). Tanya noted that there will be a separate set of studies for faculty compensation and staff compensation. Tanya also noted that some APLU resources are being consulted in these efforts. A discussion then followed regarding faculty involvement in this process, and Brad reiterated the thoughts of Julia Keen that faculty senate (i.e., elected/representative) faculty ought to be involved in the process.
- KBOR Workload Policy – Brad reported on the FAC's good work on this, and he noted that Faculty Senate exec was expected to place the draft policy before Faculty Senate at its December meeting. Brad expressed a big thank you to everyone that helped along the way. Brad noted that there are some minor (e.g., an extension-related language oversight, which Joel D. caught) and other possibly major amendments that will happen on the floor; some of these were simply human-error oversights, and these will be sorted out at the faculty senate meeting, and Brad would support these. Brad also anticipates an amendment around 12-month language, but Brad reminded the FAC that we had avoided that topic (and focused simply on 9-month language).
- C159 Administrative Assignments and Five-Year Comprehensive Reviews – Brad noted that these changes will go to FS exec in January (one-month delay, because of the demands of the Workload Policy).
- Revisions to University Handbook, D-40, D-41, and Appendix S – Brad noted that these changes will go to FS exec in January (one-month delay, because of the demands of the Workload Policy).
- Handbook Approval Process – Cliff had previously proposed a visual picture of how Handbook work goes forward. He noted an outdated (2009) document on the university website; this

process/text will be updated in the next month, and he expected this to be passed along to FAC in January or February 2024. Cliff added another idea: Since the appendices are formatted in very different ways, he and the Handbook committee is working on a proposal to bring some stylistic structure, etc. for these appendices. The goal is to make it easier to connect sections with appendices. Brad endorsed this idea—which would be akin to having a style guide.

- Conflict of Interest/Conflict of Time (section D and appendix S) – Tanya asked about the status of this. Brad said these changes are headed to FS exec in January.

- **From Committee Members**

- ◆ SGA resolution related to mental health day – Brad gave the committee an FYI that it appears a resolution will be coming related to a single mental health day somewhere in the middle of the term, around the 7th/8th week. Brad reported that Thomas Lane has been involved in this developing proposal. Amir asked if this was being proposed to the administration, and Brad said he believed so, but was not entirely sure on all the details.
- ◆ SGA resolution on environmental sustainability – Brad gave the committee an FYI on this, and indicated that SGA is going to meet with FSCOUP about this.
- ◆ Immediate Access course(s) pilot – Brad said he received an update today on this, and noted this pilot project has a website built, and has integrated with the academic calendar. Part of this includes “drop” days, etc. Brad noted some of the courses that are participating in the Immediate Access pilot. Brad also noted that one of this project’s leaders, Cory (Union), has accepted another role within the university.
- ◆ SFBC committee’s report and recommendations – Justin suggested that it might be good to have an electronic vote on this if a lot of folks cannot attend the December 19 meeting.

- **Announcement(s)**

- **Adjourn** - The committee adjourned and will meet again on December 19.

- **Next meeting: December 19, 2023, 3:30 pm**

- ◆ Zoom available: <https://ksu.zoom.us/j/837797836>

- **Upcoming meetings**

January 16 - Zoom
February 6 - Zoom
February 20 - Zoom
March 5 - Zoom
No 2nd March Meeting, FS meets b/c of Spring Break
April 2 - Zoom
April 16 - Zoom
May 7 - Zoom
May 21 - Zoom