

MINUTES
KSU Faculty Senate Meeting
Tuesday, April 13, 2010 3:30 pm
K-State Union, Big 12 Room

Present: Allen, Askey, Baillargeon, Bennett, Bloodgood, Bontrager, Bormann, Boyer, Cates, Cauble, Charney, Condia, Cox, Davis, DeRouchey, Devore, Diaz de Sabates, Dodd, Donnelly, Easton, Eckels, Fairchild, Finkeldei, Flaming Jackson, Fox, Frieman, Garcia, Gehrt, Glymour, Goins, Gould, Graham, Guzek, Harper, Haub, Hohn, Holcombe, Honey, Hubler, Hughey, Keen, Kellett, King, Kirkham, Knopp, LeHew, Lynn-Sherow, Maatta, Martini, Michie, Miller, Moser, Patell, Potts, Reeck, Reese, Rintoul, Roberts, Ross, Schmidt, A Schultz, B Schultz, Soldan, Spears, Stadlander, Starkey, Stewart, Turnley, Urton, Vontz, and Young

Absent: Brigham, Ganta, Grinter, Henry, Keller, Nagaraja, Raine, Schermerhorn, Staggenborg, Sump, Watts, Weaver, and Zhang

Proxies: Blair, Collins, Hoag, Hornsby, Johannes, Nafziger, Nechols, Nichols, Rogers, Schapaugh, Stoskopf, and Van Horn

Visitors/Guests: Al Cochran, Kyle Reynolds, Annie Oliver, Danny Unruh

Parliamentarian: Mickey Ransom

1. President LeHew called the meeting to order at 3:35 pm.
2. The March 9, 2010 minutes were approved as submitted.
3. Approval of Consent Agenda – Betsy Cauble
 - A. Consent Agenda – Pages 2-3
President-elect Cauble asked if there were any requests to move items from the consent agenda to the discussion agenda. Hearing none she moved to approve the consent agenda. Motion carried.
4. Report from Standing Committees and Student Senate
 - A. Academic Affairs Committee – Barney King
King provided an update on K-State 8 General Education. Information about K-State 8 can be found on the web at www.k-state.edu/kstate8/. The left side of the web page includes a course list (ignore the coming soon statement, they are there). The course tags are listed by college or by K-State 8 domain. A matrix is provided in the Table: Counts by Colleges & K-State 8 Domains and lists over 2,800 tagged courses.
 - B. Faculty Affairs Committee – Judy Hughey/Kaleen Knopp
 1. 2009 Faculty Salaries and Fringe Benefits report and fact sheet – **Attachments 1 and 1a**
Knopp extended her gratitude to the Planning and Analysis staff and Kelli Cox for completing the report which was submitted last fall. Unfortunately the news within the report is dismal in that faculty salaries continue to rank at the bottom of the Big 12. Knopp moved to receive the Faculty Salaries and Fringe Benefits report. Bennett asked if the report should be passed on to The Mercury since they are reporting the list of K-State employees' salaries including faculty. LeHew asked Bennett if he was asking that all of the report be submitted to The Mercury. There was much discussion regarding the best method to notify The Mercury and the need to respond quickly. Devore noted that the fact sheet comparison of the 6.8% increment needed to reach average rank adjusted and the 50.7% increment needed to tie the highest salary was not comparable information. Boyer noted on Table 2 that the University of Kansas was able to increase its ranking from 7th to 3rd in the Big 12 and it would be beneficial to understand how that was achieved. LeHew noted that during the Regent's campus visit the point was made by

Regent Shank that it was K-State administration's decision to not more fully address the faculty salary issues with new tuition revenue. Vontz also recognized Cox and her staff for the effort required to develop the report and expressed the importance to continue the report. Keen asked the best way to access the Faculty Salaries and Fringe Benefits Report and Cox replied that it is posted on the Planning and Analysis web page www.k-state.edu/pa/statinfo/reports/faculty/salfringe.htm. Eckels expressed his concern to be a little more cautious in engaging with The Mercury and suggested walking away. LeHew suggested that five to six individuals draft a letter to the Mercury. Condia asked if we should involve the Vice President for Communications and Marketing. The motion to receive the Faculty Salaries and Fringe Benefits report carried. Knopp offered her thanks to Vontz and members of FSCOUP who helped prepare the faculty salary fact sheet. Knopp noted that the Faculty Affairs committee will forward Faculty Senate's concerns regarding the salaries printed in The Mercury and the misinformation it provides to the community to the Vice President for Communications and Marketing. Gehrt noted that the Division of Human Resources provides the information to The Mercury. The Mercury does not request the same information each year; therefore the salaries cannot be accurately compared each year to calculate increases. Knopp suggested that the Faculty Affairs chairs take the report to VP Morris and see how he would disseminate the information to get the message out to the public. Harper expressed concern about giving the whole report to The Mercury because there are tables included in the report that may be misinterpreted. Vontz commented that he feels we need to engage with The Mercury and also suggested a letter from Faculty Senate or Faculty Affairs. Several more senators expressed their support of preparing a letter to submit to The Mercury expressing how low the average faculty salaries rank compared to peer institutions, Big 12 and land grant institutions. Dodd volunteered to LeHew's request for someone to draft the letter. Eckels requested that upper administration be asked to support higher faculty salaries in the future similar to how the University of Kansas administration was able to improve the ranking of the KU faculty salaries.

2. Dependent Tuition Waiver Task Force report – **Attachment 2**

Knopp reported that the Dependent Tuition Waiver Task Force was established by LeHew and Provost Mason and thanked the task force members for their effort in completing the report. Knopp moved to receive the Dependent Tuition Waiver Task Force Report. Rintoul asked what the next steps will be after the report is received. Easton commented that this program is limited and affects a minimal number of students. Vontz reported as a Faculty Senate representative on the committee that he doesn't agree with everything in the report but he thought the recommendation was the best that could be achieved considering the fiscal environment. He noted there was extensive discussions among taskforce members and learned that the benefit is available to full-time students because of federal tax laws. There is no tax implication if they are full time. Vontz did want to note that spouses can be part-time students and eligible for the maximum of three student credit hours. Faculty Affairs plans to prepare a resolution to submit to Faculty Senate for a vote in May. The resolution would request central administration to respond to the report. Knopp asks everyone to read the report, especially the recommendation, and requests any concerns and questions to be submitted as soon as possible. Fox expressed concern with the additional waivers because the funds to cover the increased waivers will be diverted from some other budget enhancement and not very many employees benefit from the dependent tuition waiver program. Motion carried to receive the report. Knopp expressed gratitude to the task force co-chairs Marcia Stockham and Brian Niehoff. Knopp asked Amy Schultz to approach the podium. Knopp expressed appreciation from Faculty Senate and the Faculty Affairs Committee for the extraordinary service from Schultz as the student senate representative and her dedication to the shared governance process. Schultz provided two and a half years of superb dedication and creative, dependable leadership.

C. Faculty Senate Committee on Technology – Tweed Ross

Ross announced that the second CIO candidate will be here for the open forum on Thursday at the Little Theatre at 3:00 PM. He also reported that a draft of a distance education plan proposed by the Board of Regents is circulating that will ultimately be used as a plan for distance education at the university. FSCOT has sent a letter to Provost Mason asking to be involved in the review process, probably in the fall.

D. Faculty Senate Committee on University Planning – Tom Vontz

Vontz reported that Trewyn provided a briefing of NBAF and BRI at their last meeting. We recently received the 2nd and 3rd victories associated with NBAF with the announcement of funding for the Anthropod-Borne Animal Disease Research Laboratory Unit and the award for the Center of Excellence for Emerging and Zoonotic Animal Diseases. Construction is planned to begin on the building at the end of 2010 to 2011 with completion of the building by 2015 and 2016 with the building operational in 2017. So far the federal government has spent \$150 million on NBAF from approximately \$750 million, the state has committed \$32 million from a \$105 million state match and the City of Manhattan has appropriated \$5 million to upgrade utilities. FSCOUP is also trying to determine if they will retain the special Subcommittee on Communications and Marketing that was established or have FSCOUP serve as the liaison committee to the Vice President for Communications and Marketing.

E. Student Senate – Amy Schultz

Schultz reported that there will be a Transit Plan Open House at the Union on May 26th for the public to make suggestions on the draft alternative recommendations for the proposed transit system. Schultz introduced Kyle Reynolds who replaces Schultz as the student representative to Faculty Senate, Danny Unruh, newly elected SGA President who will serve on FSCOUP and Annie Oliver, newly elected SGA Vice President who will serve on Academic Affairs. LeHew welcomed all of our new student representatives.

5. Old Business

A. Principles of Community, with FS revisions – **Attachment 3**

Cauble moved to endorse the Principles of Community that were submitted by Executive Committee. Cox asked if all governance groups had accepted the changes. LeHew responded that Classified Senate and Graduate Council had approved the changes but the Student Governing Association had not agreed to remove the second sentence on the second principle. LeHew also noted that she did not have the opportunity to meet with the student group to discuss the change. There was additional discussion of the merits of listing each of the forms of discrimination. Guzek pointed out that the principles, as they have existed, have been framed and posted on the wall and feels we have lost the force with the statement removed. Motion to endorse the Principles of Community passed.

6. New Business

A. Modified Academic Calendar proposal – **Attachment 4**

Cauble moved to approve the proposed calendar modifications to remove the two days at the beginning of the spring semester each January so classes will not start until the Tuesday after Martin Luther King holiday. Askey seconded. Boyer asked which years we are recommending to change. LeHew replied that it is all three years beginning with Spring 2011. Stewart expressed concern about having the semester begin after the Martin Luther holiday and the impact it may have on the attendance of students in the Martin Luther King week activities. Cauble noted that those who are interested in celebrating will continue to be involved and there is no intention to reduce the activity of the Martin Luther King holiday. LeHew noted that it will benefit students' families to move their student into the residence halls over the weekend. Bennett asked who has the final approval. LeHew replied that the Provost Office will forward the change to be placed on the Board of Regents agenda for action. Motion carried.

7. Announcements

A. President/Faculty Senate Leadership Council

- Faculty Senate President Elect and Secretary positions

LeHew announced that she is looking for candidates for the two officer positions, president-elect and secretary. Please consider running for office and submit a statement of interest to Candace before the May meeting. LeHew also asked for volunteers to e-mail Candace if they are interested in participating in focus group for the K-State 2025 strategic plan. At least 5-7 members are needed to participate in the focus groups and should submit their names as soon as possible. LeHew shared a letter that was written by 13 Chamber of Commerce Presidents or CEOs to key legislators supporting increasing state revenue and not cutting education or transportation further. LeHew wrote a letter to all 13 Chamber Presidents or CEOs thanking them for their support of higher education.

8. For the Good of the University

Students have completed the post cards to distribute to their legislator requesting no more cuts to higher education. There was additional discussion on the K-State 2025 strategic plan process. Gehrt noted that information regarding the K-State 2025 plan is on the K-State home web page including the timeline.

Condia commented we have no control over faculty salaries but we can provide pro bono services to build a better community. He also suggested that Athletics provide 1% of their revenues to develop a fund to help cover some of our programs. Potts reported that the AAUP faculty salary survey was just released in the Chronicle.

9. Meeting adjourned at 5:05 PM.

Faculty Senator Orientation: Tuesday, May 11, 2010 **2:00 p.m.** Union Big 12 room

Next meeting: Tuesday, May 11, 2010; **3:30 p.m.**, Union Big 12 room

Submitted by Cindy Bontrager, Secretary

**CONSENT AGENDA
ACADEMIC AFFAIRS**

Course and Curriculum Changes

1. Undergraduate, Graduate, and General Education (refer to approval sheets for further details):

UNDERGRADUATE COURSE CHANGES AND ADDITIONS:

College of Human Ecology (February 17, 2010 approval sheets)

Department of Apparel, Textiles, and Interior Design

Add:

AT 475 Computer Technologies for Merchandising

UNDERGRADUATE CURRICULUM CHANGES:

College of Human Ecology (February 17, 2010 approval sheets)

Department of Apparel, Textiles, and Interior Design

Changes to BS in Apparel and Textiles (specialization in Apparel Marketing):

Add AT 475 to the list of electives

GRADUATE COURSE CHANGES AND ADDITIONS:

Graduate course and curriculum changes approved by the Graduate Council on March 2, 2010 (parentheses indicate page number the change can be located on in the grad council agenda):

COURSE ADDITIONS:

College of Arts and Sciences (February 4, 2010 approval sheets)

GEOG 745 Topics in Biogeography (18)

PSYCH 855 Seminar in Applied Cognitive Science (18)

College of Architecture (January 28, 2010 approval sheets)

CDPLN 635 Community Leadership and Capacity Building (18)

CDPLN 660 Policy and Politics of Coastal Areas (18)

CDPLN 640 Immigrants in Communities (18)

CDPLN 651 Economic Development Strategies and Programs (18)

CDPLN 721 Community and Regional Economic Analysis II (19)

PLAN 749 Urban Planning Studio (19)

GRADUATE CURRICULUM CHANGE:

College of Engineering (February 4, 2010 approval sheets)

Change to IMSE PhD program (20-21)

GRADUATION ADDITIONS AND POSTHUMOUS DEGREE:

August 2000

Deena Marie Klepper, Bachelor of Science, College of Business Administration

May 2006

Andrea Lynne Falcetto, Bachelor of Science, College of Arts and Sciences

August 2008

Mary Katherine Burke, Bachelor of Science, College of Arts and Sciences

Janelle Marie Hilger, Bachelor of Science, College of Human Ecology

August 2009

Rebecca Lynn Short, Bachelor of Science, College of Arts and Sciences

Jessica Ann Oliver, Bachelor of Arts, College of Arts and Sciences

December 2009

Thomas J Robison, Bachelor of Science, College of Engineering

James Forge, Bachelor of Science, College of Engineering

Bryan Cox, Bachelor of Science, College of Arts and Sciences

Joshua Michael Criswell, Bachelor of Science, College of Arts and Sciences

Erin Elam, Bachelor of Science, College of Arts and Sciences

A Scott McCall, Bachelor of Science, College of Arts and Sciences

Adam Noll, Bachelor of Science, College of Arts and Sciences

Karen Jolene Strand, Bachelor of Science, College of Arts and Sciences

Sara Weikel, Bachelor of Science, College of Arts and Sciences

Posthumous degree request, May 2010:

Rita Gisela Perez, Bachelor of Science, College of Human Ecology

Background: Ms. Perez died in August 2009. At the time of her death, she was a senior pursuing a BS in Dietetics and a BS in Human Nutrition. She was an outstanding student.