

**MINUTES**  
**KSU Faculty Senate Meeting**  
**Tuesday, April 10, 2012, 3:30 pm**  
**K-State Union, Big 12 Room**

**Present:** D Anderson, J Anderson, Arthaud-Day, Bannister, Bennett, Bloodgood, Bonella, J Bormann, K Bormann, Burenheide, Cates, Cauble, Clark, Cochran, Condia, Cox, Davis, Dille, Donnelly, Easton, Ehie, Fallin, Featherstone, Fritch, Fullmer, Gehrt, Goins, Gonzalez, Graham, Grinter, Hedrick, Honey, Hornsby, Hsu, Hughey, Keen, Kellett, Kerby, King, Kingery-Page, Knackendoffel, Knopp, Lynn-Sherow, Maatta, Molidor, Moser, Pahwa, Patell, Perez, Raine, Ransom, Rauth, Reed, Rintoul, Sachs, Schmidt, Smith, Soldan, Stadlander, Stewart, Sump, Vontz, Willbrant, and Zajac

**Absent:** Auten, Blakeslee, Diaz de Sabates, Fees, Fox, Ganta, Hamilton, Hosni, Hossain, Hubler, Johannes, Mosier, Reese, Schermerhorn, Sellers, Spriggs, and Watts

**Proxies:** Boyer, DePaoli, DeRouchey, Finkeldei, Fullagar, Holcombe, Kirkham, Pankl, Roberts, Rogers, Spears, Van Horn, and Young

**Parliamentarian:** Jerry Frieman in place of Frank Spikes

**Guests/Visitors:** Ruth Dyer, Scott Jones, April Mason

1. Call to Order (President Tom Vontz)

President Vontz called the meeting to order at 3:32 p.m.

2. Report from the Provost

Provost Mason reported that she had just attended the dedication of the new Wind Erosion Laboratory. She stated that K-State has had quite the days recently. On April 5<sup>th</sup> and 6<sup>th</sup>, all Kansas Board of Regents (KBoR) members were on campus and they met with a variety of groups. On Friday, Faculty Senate Leadership Council (FSLC) had lunch with them. She was really proud of how each group's meetings went and the issues that were discussed. The representatives from the Higher Learning Commission (HLC) arrived on Sunday, April 8<sup>th</sup> and will depart April 11<sup>th</sup>. Many faculty, deans, and department heads met with them. The chair of the team met with President Schulz each morning and at end of each day. Reports have been positive. Starting with FY13, the new College of Education dean will be Debbie Mercer. Two final candidates for Dean and CEO of the Salina campus will be visiting soon. K-State has been able to attract a wonderful pool of candidates for these positions. The next step in the search for the Vice Provost for Undergraduate Studies will be airport interviews. Provost Mason stated she will work with Senators Hughey and Knopp to address the questions raised about how to identify KSU-Olathe in Section B of the UH. Senator Maatta stated that a question had been asked at the Arts and Sciences caucus regarding course-based fees. He inquired if she had seen the proposal and if she knew its status. Provost Mason stated she has seen the proposal and studied it carefully. For those that might not be familiar with course-based fees, they are for the unique needs of a course such as equipment, chemicals, and/or general materials. She and Vice President Shubert discussed the proposal at length. No additional state general fund increase is expected. Rather than set up a fee-by-course schedule, Vice President Shubert has identified tuition monies to cover these fees. Additional fees are difficult to administer and explain to the KBoR.

3. Scott Jones – Safe Zone and Non violence

President Vontz introduced Scott Jones, Student Life. Mr. Jones shared information about Safe Zone and Campaign for Non-violence. The Campaign is a presidential level committee. Its purpose is to bring stakeholders together to create a safer, more equitable community for all of us. Safe Zone is a programming arm of the Campaign. The program is not unique to the K-State campus; however, it is unique in that the definition is broader than LGBT issues. More than 1,000 allies have been trained to help persons who may be in need. An interactive map at <http://www.k-state.edu/safezone/> shows the areas that are covered by Safe Zone. This program is only possible through the goodwill of caring persons on campus. Student Governing Association provides funding for the program and works closely with the campaign. Mr. Jones extended his

appreciation for those that participate. Senator Cauble and other Senators expressed what a great program this is.

4. Approval of March 13, 2012 minutes  
Senator Ransom moved to approve the minutes as submitted. No discussion. Minutes approved.

5. Consent agenda items - none

6. Report from Standing Committees and Student Senate

A. Faculty Affairs Committee – Judy Hughey/Kaleen Knopp

- Revisions to UH Section A, revised – **Attachment 1**

Senator Hughey informed FS that the legal name for the University is “Kansas State University of Agriculture and Applied Science.” A statement has been added signifying that “hereafter referred to as KSU.” She moved to accept the revised Section A of the UH. No discussion. Motion carried.

- Revisions to UH Section B – **Attachment 2**

- Current version of UH Section B – **Attachment 2a**

Senator Hughey noted that all content relevant to evaluation was moved to Section C, which will be forthcoming. With Senior Vice Provost Dyer’s blessing, consecutive numbering has been incorporated into the University Handbook. A record of those transitions will be available in the Office of Academic Personnel. Dr. Dyer stated that some areas will need to retain their current numbers. Senator Hughey explained that one revision in B12 was recently made as a result of a change in Division of Continuing Education. The sentence in B12 will read “The Division of Continuing Education (DCE) is responsible...for Kansas State University.” A hotlink directing the reader to a website will be inserted. An inquiry was made about whether a version with the old numbering will be available in an electronic archive. Senator Hughey will make inquiries into this. No policy changes were made with these revisions. Senator Cox commented that under B7, K-State Olathe is identified as a college. In Planning and Analysis, it is coded as a department; will this be changing? Dr. Dyer stated that K-State Olathe is not a college, it is an academic unit. Senator Hughey stated that not having it in the list seemed awkward; hence the recommendation to treat it as a college. Senator Cox stated that from a Planning and Analysis perspective, this is confusing and inconsistent. Senator Hughey will take this concern back to Faculty Affairs. She moved to accept the revised UH Section B with the reported revision to the one sentence. Senator Cox moved to amend the motion to revise B7 to read “The college and academic units of the university are:..” Provost Mason stated that Olathe is a graduate campus and the various courses will be reporting to the college with which they are affiliated. Senator Cox withdrew her amendment. Senator Bennett moved to amend the motion by removing Olathe from the list. No discussion. Amendment approved. Senator Soldan moved to amend the motion by striking the mention of Olathe in B8. No discussion. Amendment approved. The original motion as amended was offered for further discussion. None occurred. Motion as amended carried.

- Revisions to UH Section C46.1 and D12, Professional Conduct language – **Attachment 3**

Senator Knopp asked everyone to review the rationale found in Attachment 3. She moved for approval of UH Section C46.1 and D12. Senator Lynn-Sherow asked about the State deliberating on a bill that would eliminate the need for this policy. Senator Cauble reported that the bill never got out of committee. Motion carried. President Vontz expressed appreciation to the Faculty Senate Executive Committee and Dr. Dyer for the hard work expended to develop this policy.

- 2010 and 2011 Reports on the Status of Faculty Salaries – **Attachments 4 & 5**

Senator Knopp thanked Senator Cox and the Planning and Analysis Office for providing the Status of Faculty Salaries reports and stated that FS simply receives them. She moved to receive the 2010 and 2011 salary reports. Senator Cauble expressed appreciation for Senator Cox and Planning and Analysis for the reports; although the information does nothing to improve morale. Senator Bennett noted that Oregon State faculty receive about \$13,000 more in salary and fringe benefits; how do they

do that and how can we get some? Senator Frieman stated Oregon has very excellent fringe benefits. Kansas ranks 44 out of 51 in the equity of women's salaries compared to men's. Motion carried.

FAC continues to work on the UH. They ask senators to be attentive to the revisions as they are forwarded. The Professional Titles for Contingent Faculty work group, co-chaired by Senator Clark and Dr. Dyer, continues to meet.

B. Academic Affairs Committee – Andrew Bennett

Senator Bennett reported that Academic Affairs will begin reviewing the approval routing document for course and curriculum changes as there is outdated language and other items need updating.

C. Faculty Senate Committee on Technology – Dave Rintoul

Senator Rintoul reported that no action items were being brought forward by FSCOT. The E-Portfolio Task Force report is in the Provost's Office; nothing has been resolved yet regarding its future. The functionality for designating an "F" through iSIS has been completed. Nothing has been heard about the resolution for textbook reporting. No movement regarding the issues with the current E-mail system has occurred.

D. Faculty Senate Committee on University Planning – Bob Condia

Senator Condia reported that Vice President Shubert attended the last FSCOUP meeting, sharing that the budget will remain flat and expenses will go up. The most interesting information was that the University is leasing a new apartment building being constructed on Claflin in order to keep freshman on campus. The leased space will be managed as a university housing facility. Vice President Shubert was asked if there was anything that could be done to increase funding. He stated that we need to educate the community that the University is a good investment. FSCOUP has been collaborating with Ben Champion in regard to development of a "Sustainability" definition. K-State 2025 has a common theme pertaining to sustainability. The committee requested Chair Condia to ask Provost Mason to establish and charge the task force for the sustainability theme sooner than planned. Senator Rintoul asked about how many people will inhabit the apartment complex, primarily because there appears to be only one outlet which is going to make using that street problematic. Senator Bannister reported that a shuttle will be operating.

Senator Condia reported that House Resolution 6018 is still in committee.

He also provided a Master Plan update, touching on the animal health corridor, the vehicle traffic statistics for Denison, North Manhattan, and Claflin, space utilization and space usage. Initial investigation of space utilization did not look good. However, when the national nomenclature for classrooms was applied, the numbers looked better. K-State has an average general use classroom space utilization of 65% which is good. The percentage of use for departmentally assigned rooms does not look as good. Ayers St Gross will be back for a design round where they will share what they are thinking and asking what we think. Lynn-Sherow commented that 65% space utilization is good.

Senator Cauble reported on the City/University Fund Committee which was established when the university was annexed into the city, around 1994. These funds are derived from Sales Tax. Nine members are on the committee, including faculty, staff, and students. Proposals are passed as a group. This year's group included replacing the turf and track in Memorial Stadium; sidewalk construction along College Heights; crosswalk improvements on Denison, by Platt Street; Aggieville business improvements i.e. power washing alleys; and a \$50,000 grant for a visitor center planned for 177/I-70.

E. Student Senate – Natalie Rauth

Senator Rauth reported that the Executive Branch accomplished all their platform goals. Campus entertainment funds were allocated to UPC/UGB. They developed a procedural structure for distributing privilege fee funds. Constitutional bylaws were revised and a student affairs committee was created to reach out to students. The Government Relations Committee registered more than 100 students to vote and some signed up to get local news updates. The Tuition Committee recommended a

5.5% tuition increase; the recommendation goes to administration for their acceptance. Senator Rauth mentioned the Passport Program in the College of Business, which is a professional development program to help with job placement and requires a college specific fee of about \$100 per semester. On an overall note, Student Senate retention improved tremendously, with only three undergraduate senators leaving during the year. Elections for speaker and speaker pro tem will occur at their next meeting. Senator Rauth expressed that she enjoyed serving with everyone on Faculty Senate. President Vontz voiced appreciation to Natalie and Katie for their leadership.

## 7. New Business

### A. Special meeting regarding faculty salaries

President Vontz reported on FSLC's meeting with KBoR members where they spent 45 minutes talking about faculty salaries. He summarized the discussion that occurred at the last FS Executive Committee meeting in which a motion was passed to call a special session of FS to specifically address faculty salaries. Senator Hornsby moved to call a special session of FS, inviting President Schulz, Provost Mason, and Vice President Shubert, to discuss a plan for addressing faculty salaries. Senator Knopp seconded. Senator Easton commented that, according to KBoR rules, you cannot take money out of your retirement account, if you want to do so to supplement your income. President Vontz stated that we need to think outside the box and make suggestions to administration. Very little of the tuition increases has gone to faculty and unclassified professional salaries. FSLC will gather some real numbers and statistics with regard to this issue. To increase faculty/unclassified salaries across the board by 1% would cost around two million dollars. Faculty salaries need to be made a priority. President Vontz asked President Schulz if it was completely impossible to ask to use tuition fees for faculty salaries; he responded that it was not. Senator Rintoul stated that K-State is not only experiencing failed searches; continued searches are occurring, i.e. losing people right after they get tenure and cycling through startup costs has escalated the last few years. Startup costs for Biology and Chemistry for a new lab run about \$400,000. Senator Keen stated it is a resource management issue, too, in terms of time spent on search committees. Senator Hsu stated research growth is affected. Senator Knopp added that if we are unable to retain our most productive faculty, there will be an impact on achieving the 2025 vision. Planning and Analysis has data about the number of faculty leaving the University. Senator Cox stated that salary is not the primary reason people are leaving. Exit interviews indicate that the environment and not receiving feedback on performance are other reasons. The desire is to develop a plan to attack this problem together. For the success of K-State 2025, faculty salaries has to be a top priority. Senator Clark stated that it would be good if student leadership could be present at the special session. Senator Keen called the question. Motion carried. President Vontz will work to set a date with President Schulz, Provost Mason, and Vice President Shubert.

## 8. Announcements

- Election Results were due in the Faculty Senate office by April 2
- Faculty Senate standing committee assignments due by April 30
- President Schulz and Provost Mason Spring Open Forum:
  - Manhattan - Thursday, April 12, 2012; 3:30 pm; 105 Umberger Hall
- PPM 3010 committee continues to meet and make progress

## 9. For the Good of the University

Senator Lynn-Sherow invited everyone to the grand opening of the Discovery Center which will be Saturday, April 14, 2012, at 10:30 a.m. Every display, picture, etc., was vetted by faculty colleagues.

Senator Knopp reported and lauded an aviation student who, because of a mechanical failure, safely landed in a wheat field outside of Manhattan a few minutes earlier.

Senator Hornsby stated that at 1:30 p.m. on Thursday, April 12, 2012 the finals of the Next Big Thing will take place.

## 10. Adjournment at 5:10 p.m.

Next meeting: **Tuesday, May 8, 2012, Union Big 12 room**

- New Faculty Senator Orientation: 2:00 pm
- Recognition and Reception for outgoing senators: 3:00 pm
- 2011-2012 Faculty Senate meeting: 3:30 pm
- 2012-2013 Faculty Senate meeting: immediately following the 2011-2012 adjournment