

MINUTES
KSU Faculty Senate Meeting
Tuesday, October 11, 2011, 3:30 pm
K-State Union, Big 12 Room

Present: D Anderson, J Anderson, Bannister, Bennett, Blakeslee, Bloodgood, Bonella, J Bormann, K Bormann, Boyer, Cates, Cauble, Clark, Cochran, Condia, Cox, DeRouche, Dille, Donnelly, Easton, Fallin, Fees, Finkeldei, Frieman, Fritch, Fullagar, Fullmer, Ganta, Gehrt, González, Grinter, Hedrick, Holcombe, Honey, Hornsby, Hosni, Hossain, Hsu, Hubler, Hughey, Keen, Kellett, Kerby, King, Kingery-Page, Kirkham, Knackendoffel, Knopp, Lynn-Sherow, Maatta, Molidor, Moser, Mosier, Pahwa, Patell, Perez, Raine, Ransom, Rauth, Reed, Reese, Rintoul, Roberts, Rogers, Sachs, Schmidt, Sellers, Smith, Stadlander, Stewart, Sump, Van Horn, Vontz, Willbrant, and Young

Proxies: Arthaud-Day, Auten, Baillargeon, Burenheide, Davis, DePaoli, Díaz de Sabatés, Featherstone, Fox, Goins, Graham, Hamilton, Johannes, Soldan, Spears, and Zajac

Absent: Ehie, Schermerhorn, Spriggs, and Watts

Parliamentarian: W. Frank Spikes

Guest: Peter Paukstelis, Office of General Counsel

1. Call to Order

President Tom Vontz called the meeting to order at 3:34 p.m.

2. Approval of September 13, 2011 minutes

Senator Cauble moved to accept the minutes for the September 13, 2011 Faculty Senate (FS) meeting as submitted. Motion seconded and carried.

3. Approval of Consent Agenda – Jim Bloodgood

A. Consent Agenda – Page 2

Senator Bloodgood moved to approve the consent agenda. Motion carried.

4. Report from Standing Committees and Student Senate

A. Student Senate – Natalie Rauth

Senator Rauth provided an update regarding the SGA InTouch effort. During October, they are reaching out to students. This has resulted in 300 students being talked with over a 10-day period. The suggestions/feedback they are receiving are going into a spreadsheet and when viable, the appropriate SGA administrator is involved to respond to the student. SGA will consider the privilege fee allocation to Fine Arts, Student Publications, Lafene Health Center, and University Counseling this year. Approximately \$240,000 from the Privilege Fee is allocated to student groups for group travel, speakers, etc. Requests for these funds are also being reviewed. Senator Rauth reported she enjoys Faculty Senate and mentions updates at every opportunity. Initiatives this year include working toward increased voter turnout and increased awareness of SGA. This week, the 25 interns are educating students about SafeRide. The government relations committee is working on developing ideas for the City/University funds. The communications committee is recreating the SGA mission statement and a new website. On the local politics front, the executive committee is considering the idea of establishing a political action committee affiliated with SGA.

B. Academic Affairs Committee – Andrew Bennett

• Suggested Syllabus language, first reading – **Attachment 1**

Senator Bennett brought the suggested syllabus language forward for a first reading. He summarized the concerns about unauthorized collaboration and online posting that prompted the development of this language. Five sample paragraphs are provided with optional language that may be used at the instructor's discretion. Academic Affairs suggests that something should be included in course syllabi to incite discussion regarding unauthorized collaboration and online posting so these issues can be clarified during the first class session. The goal, once approved, is to ask for the suggested language to be placed on the Provost's website, which already includes other syllabus language. At the next Faculty Senate meeting, this will be brought forward for vote. Anyone with questions or suggestions may email them to Senator Bennett or anyone on Academic Affairs.

C. Faculty Affairs Committee – Judy Hughey/Kaleen Knopp

Senator Knopp reported the Faculty Affairs Committee met on October 4, 2011. The University Handbook, section D3, regarding the anti-bullying/citizenship policy, was the primary agenda item. The Provost and Faculty Senate Leadership Council (FSLC) collaborated to establish a work group to develop the policy. Group members include FS Past President Cauble, Sr. Associate Provost Ruth Dyer, Chief Ronnie Grice, Scott Jones, Senator Knopp, Gary Leitaker, Cheryl Strecker, Susana Valdovinos and FS President Vontz. The group has been productive, composing language that describes professional conduct, establishing bullying as unprofessional conduct, and delineating consequences if you participate in bullying behavior. The goal is to present the proposed policy to FS Executive Committee (FSEC) at its October 31, 2011 meeting and taking it to the floor of FS at its November 8, 2011 meeting. Discussion included an inquiry regarding the process the policy will take; i.e. endorsement by student and classified senates. The thought is that it will probably come back through Faculty Affairs. Senator Hughey shared a point of information regarding the University Handbook. Appendix J, which related to the affirmative action policy, was removed and replaced with a hotlink to PPM 3010. The university was notified in April 2011 of revisions needing to be made to the policy. Senators are encouraged to read PPM 3010. Faculty Affairs has not discussed this issue, which was on the agenda for their last meeting. Due to that meeting being focused on the anti-bullying policy, there was not time to discuss Appendix J. President Vontz elaborated on the context that led to the removal of Appendix J from the University Handbook, based on his best understanding. First there were changes to federal law relevant to sexual harassment and violence. Clyde Howard had been working on revising the affirmative action policy prior to being notified in April 2011 of the need for changes. President Schulz authorized the changes to PPM 3010. Affirmative Action drafted a policy in late August 2011. At the August FSEC meeting, Roberta Maldonado-Franzen, interim director of the Office of Affirmative Action (OAA), and Cheryl Strecker, Office of General Council (OGC), provided information about the change but the ramifications were not clear. Subsequently PPM 3010 was changed, Appendix J was removed, and a hotlink to PPM 3010 added to the University Handbook. FSLC responded when these changes became known and an email was sent to the Provost to share concerns regarding how those changes were made. She was under the impression that FS was clearly informed of the changes. President Vontz invited constructive discussion. Senator Hubler stated that it is unclear as to what this policy means in regard to mandated reporters, i.e. who is obligated to report and to whom. Differing interpretations have been received. Senator Reed reported that they have put together a list of questions for the OGC for clarification. She provided a history of the OCR letter which was received in April 2011 which gave guidance with regard to a sexual violence policy. KSU had a separate policy for sexual violence. The April letter defined sexual violence as the most egregious form of sexual harassment which then precipitated KSU to move toward one policy. Senator Hughey stated that there is no question that the policy needed to be written and should be in the PPM. Senator Ransom reminded senators that the policy development process in the front of the University Handbook has been in place for a long time and has worked well. He inquired about why the process is not being used now. President Vontz mentioned that in the past minor changes to the Handbook may have been made without FS input. Senator Reed stated that there was a very tight deadline to get the policy developed and in place by July 1, 2011. The discrimination policy was not being changed; therefore, based on clear guidance from the OGC, they moved forward. Senator Hubler acknowledged Mr. Pete Paukstelis's, OGC, presence and hoped that he would provide information with regard to the questions. Senator Frieman informed senators that in 1980-81, at then Gov. John Carlin's directive, a work group was established to develop a policy on sexual harassment. The policy on gender was crafted by Sandra Coyner, a past director of the Women's Center. He offered additional history of policy development at KSU. The point was made that there is advantage to having faculty, classified, and student representatives involved in policy making. This is the culture of shared governance. Senator Keen stated that after reviewing the two policies, several changes beyond sexual violence were made, which is a concern. Senator Hosni asked why, since Appendix J affects most people on this campus and since the policy was worked on between April and July, there was not time to include faculty representation. Senator Reed stated that there was no intentional exclusion. Senator Ransom asked if FSLC or FSEC was notified that Appendix J was going to be removed. Senator Hughey responded that she was notified via an email from the Provost. She commented that during the August FSEC meeting, after Ms. Strecker and Ms. Maldonado-Franzen distributed the new policy, she had stated that perhaps a hotlink to PPM 3010 should be placed in Appendix J. Senator Ransom stated that a hotlink, without the removal of Appendix J, would have given this body time to review and resolve any questions. Mr. Paukstelis stated that, from a legal perspective, having two policies is problematic. The question was raised regarding what happens if this happens to other Appendices. Senator Condia reminded senators of the Affirmative Action mandate for which there was training. Senator Lynn-Sherow stated that it is inevitable that sometimes entities will step on each other's toes and that innocence should be assumed until guilt is proven. She inquired about whether these questions have been asked of the appropriate entities to address the failure of communication, which does not discount concerns of shared governance. The comment was made that shared governance is messy so it is doing exactly what it should. Overall, though, good policies have been developed. Senator Knopp raised questions

about section .040 regarding the language about the Women's Center being the reporting area. Senator Fullager asked if, when FSLC informed administration of the concerns, there was an apologetic stance. President Vontz stated that the Provost indicated she was sorry; she was under the impression that FS was informed. Senator Keen asked what options were available to allow FS to comment on the policy. Mr. Paukstelis said that Ms. Strecker stated during the FSEC meeting that the policy would be reviewed at the end of a year. Senator Rintoul stated he could not recall that being said. The University Handbook is virtual, a piece of which has disappeared, which raises an ownership issue. We now have an instance where we have been completely shutout of any input from FS and a piece of the Handbook disappeared. FS wants to be absolutely clear that it is not questioning the need for the policy. The policy development process, the shortcomings within the document itself, and recommendations for where we go from here need to be addressed. FSLC needs to follow up and determine where we go from here. President Vontz assured the Senate that FSLC has been and will continue to work on these issues. Senator Ransom stated that senators need to realize that the entire policy development process was replaced in summer 2010 and changes to Appendix G made without consultation with this body. While this was later straightened out, the point is that this is not the first time changes have been made without FS input. Senator Rauth stated that, as an informed student, she learned about the policy during the August FSEC meeting and is concerned about what she should tell students now. Senator Reed responded that, in essence, the reporting stays the same and reiterated that Student Life is still grappling with some questions. Clarification is needed as to who mandated reporters are and the interrupt to inform procedure which is the reason training has not occurred. Mr. Paukstelis responded to some questions, stating that there has been much discussion regarding what kind of training should be done. Mandatory reporters are department heads and on up the chain of command. Mr. Paukstelis stated that, we, as an institution, should prevent discrimination, sexual harassment, etc. If someone fabricates a story, a thorough investigation should occur because it maligns someone's character. The point was made that it is FS's obligation to inform administration that we have a process and it has not been followed and to emphasize the importance of our involvement. President Vontz responded that those points were made to Provost Mason and FSLC will continue to communicate them. Senator Cauble clarified that the policy is posted and so we are now liable which raises a concern since no one knows what to do. One issue is having the Women's Center as the reporting area; this will keep men from reporting. Mr. Paukstelis reported that 95% of the complaints of sexual violence already come into the Women's Center. Affirmative Action, not the Women's Center, conducts the investigation. He stated that the best policy is when everyone has an opportunity to provide input. There needs to be a clear quick way to create policy. President Vontz voiced the Senate's appreciation to Mr. Paukstelis for attending the meeting.

D. Faculty Senate Committee on Technology – Dave Rintoul

Senator Rintoul reported that no action items were being brought forward from FSCOT; however, he had a few announcements. On October 26, 2011, one of the wireless networks is going away so wireless users need to get on another network. Please go through the website and get connected. Varney's linkage to ISIS for textbook reporting was discussed. A federal law prompted the link; however, the intent of the law was to make it easier for students to shop around. Fran Willbrant reported on a designated access policy which will enable parents to get an eid and password so they can look at their student's financial information. A question for the future will be how much access we want parents to have. Ms. Willbrant also reported on the grant access process; only two people actually attended training. October 18, 2011 has been designated as a "Shred Day" and departments are encouraged to shred anything containing social security numbers and/or financial information. More information on Shred Day will be forthcoming.

E. Faculty Senate Committee on University Planning – Bob Condia

Senator Condia reported that Vice President Bruce Shubert attended FSCOU's last meeting to discuss the university budget. The news was better than it has been in a while since student enrollment was up 500 students. This has allowed faculty and unclassified staff to receive a mid-year permanent 2.5% raise. Vice President Shubert's office is looking at ways to increase scholarships and they are currently having tuition discussions with the students. Efforts are being made to educate legislators and the Board of Regents about the benefits of research dollars. FSCOU provided Vice President Shubert with names to participate on the City/University Funds committee. If you have ideas for good places for this money, let Senator Condia or Vice President Shubert know. Senator Condia asked FS if it wanted FSCOU to study the merit system. FSCOU identified three high priority ideas for K-State 2025, 1) recruitment and retention, 2) graduate scholar experience, and 3) temporary housing. Lynn-Sherow offered as a point of information that Provost Mason, Amy Button Renz, and Jackie Hartman participated in a panel discussing women's leadership roles. The topics of salary compression and gender equity were raised. In 2001, when this topic was looked at, there was not enough data available to make any determinations; however, now there is. Senator Cox reported that a report on this topic should be ready by spring 2012. Senator Condia commented on his tour of the new Discovery Center and that it was much better than he thought it would be.

5. Announcements
President Vontz announced that the search committee focus groups are meeting now. The K-State 8 task force will begin meeting soon. The BoR is continuing work on transfer and articulation, identifying a hard 60 credit hours and making the general education courses have the same outcomes and assessments across the board.
 - A. President and Faculty Senate Leadership Council
FSLC will soon be reporting K-State 2025 ideas to President Schulz. President Vontz reiterated that FSLC is committed to voicing FS concerns about the policy making process and concerns about existing policy. If there are other concerns, please let someone on FSLC know. FSLC will discuss ideas about where to go from here regarding policymaking and the process in the future and will report back next month.
6. For the Good of the University
 - A. Update regarding Sesquicentennial – Bonnie Lynn-Sherow
Senator Lynn-Sherow relinquished her time and asked to be put on the November FS agenda.
 - B. Past President Cauble encouraged everyone to go look at the renovation of UM 105.
7. The meeting was adjourned at approximately 5:10 p.m.

Next meeting: Tuesday, November 8, 2011; 3:30 p.m., Union Big 12 room

**Consent Agenda
Academic Affairs**

Graduation lists and additions:

December 2010, May 2011, and August 2011 Graduation lists as submitted by the Registrar's office

August 2011

Jenae Lynn Dalinghaus, Bachelor of Science in Business Administration, College of Business Administration (clerical error)

May 2011

James Russell Harris, Master of Science, Graduate School (clerical error)
Jacque D. Schultz, Master of Science, Graduate School (clerical error)

August 2010

Nathaniel Myers, Bachelor of Science, College of Arts & Sciences (credit hour waived, degree approved by dean)

December 2010

Megan Chaffee, Bachelor of Science, College of Arts & Sciences (application error – transfer work)

May 2008

Brandi N. Abel, Bachelor of Science, College of Engineering (requirements were completed)
Wendy Idell Hanzlik, Master of Science, Graduate School (transfer course work submitted)

December 2004

Brandi Cantrell, Bachelor of Science, College of Arts & Sciences (application error – technical)