

MINUTES
KSU Faculty Senate Meeting
Tuesday, March 12, 2013 3:30 pm
K-State Union, Big 12 Room

Present: Anderson, Arthaud-Day, Baltrip, Bennett, Bishop, Bloodgood, Bonella, Clark, Condia, Cox, Davis, DePaoli, Devore, Dissanayake, Easton, Ehie, Farmer, Featherstone, Fees, Fritch, Garcia, Goodson, Graham, Guzek, Hill, Hoag, Holcombe, Hosni, Hsu, Hubler, Jani, Keen, Kiefer, Kingery-Page, Kirkham, Knackendoffel, Lara, Linville, Lynn-Sherow, McCrea, Moore, Moser, Mosier, Pahwa, Pankl, Patell, Raine, Ransom, Reed, Rintoul, Sachs, Satzler, Schmidt, Schultz, Smith, Spencer, Spooner, Stadlander, Stark, Stewart, Thompson, Warner, Willbrant, and Zajac

Absent: Armbrust, Bannister, Gibbons, Narayanan, Rogers, Schermerhorn, Spriggs, Sump, Taylor, Vontz, and Weiss

Proxies: Auten, Blakeslee, Bormann, Burenheide, Cochran, DeRouchey, Dille, Fullagar, Gehrt, Goins, Hossain, Kerby, Lindshield, Maatta, Markham, Potts, Reese, Sellers, and Van Horn

Visitors: April Mason, Carol Marden, Barb Nagel, and Jim Sherow

Parliamentarian: Jerry Frieman

1. President Bloodgood called the meeting to order at 3:33 p.m.

2. Visit from Provost Mason

Provost Mason began by discussing the draft report received from the AON Hewitt Human Capital consultant group. They will meet with various governance groups regarding the report in the upcoming month and those dates will be worked out in the near future. Also, open forums will be held on April 8 from 4-5 pm and April 9 from 8:30am-9:30 am, both to be held in Fiedler auditorium in Engineering. This information will also be released in K-State Today most likely this week. A variety of topics and issues are addressed in this report. She encouraged all to come and hear from the consultant and ask their questions. The K-State 2025 website will be the site to retain the report when it is released.

Provost Mason reported that two candidates for the Human Ecology dean position have visited campus. She will be meeting with the search committee in the near future and they hope to soon have a conclusion to the search. The search committee for the Olathe dean was charged on March 1. This committee is being led by the Dean of the College of Business Administration. Because the position is based in Olathe, it is expected the interviews will be conducted in both Olathe and Manhattan. Also, it was just announced in K-State Today the dean of Engineering will be leaving for a position at the University of Arkansas in July. An open and national search will be conducted. They are in a very good place to be attractive to candidates.

Provost Mason is looking forward to departmental strategic plans being finished in coming months. She is looking to each department to determine how the future looks for their areas and what potential exists.

Questions:

Senator Easton had a question regarding searches. Last year he had asked about the Vice Provost for Undergraduate Studies position and where the money was acquired from, which was explained. However, it is noteworthy that when a new management position is created, it is quite common that more work is generated. Will central administration be expanding more in future months? The provost responded she is not looking to expand her staff. At the central administration level, there are other discussions going on about staffing though. Also, she addressed the comment regarding the VP position added last year. Her hope is in the future she can describe how this position has assisted in totality and how it can help even further down the road. Brief discussion took place regarding student retention.

Senator Spooner commented that the Faculty Compensation Task Force report was completed three months ago. Recommendations and suggestions were included in an effort to assist raising faculty salaries. Right now comments and input are being received via the website process. However, Spooner would like her personal viewpoint about the report and feedback. The provost noted that the comment period will be ending this Saturday, March 16. The president and she will be meeting to discuss the report and comments received after that time.

Senator Lynn-Sherow asked about the concealed-carry bill from the State. She noted that universities will be given the opportunity to opt out for four years and after that it is open again. Is she aware how the president will respond? Provost Mason responded the bill hasn't been voted on just yet, but just as Lynn-Sherow noted, the president of each university is being given the opportunity to opt out. President Schulz will indeed be opting out. Concealed carry will not be allowed on campus.

Senator Lynn-Sherow had one further question about the annual faculty salary report distributed from the Faculty Salaries and Fringe Benefits (FSFB) committee which is separate from the Faculty Compensation's Task Force report and provides comparison information between our peers and other land grant institutions. She has not seen that report and wondered when it can be expected. Provost Mason deferred to Senator Cox, whose office assists with providing the information in the report. Cox responded it had been communicated to their office over the summer by administration there was no need for that report in view of the upcoming Faculty Compensation Task Force report that would contain various comparisons. Provost Mason commented that the Faculty Compensation Task Force received a report with information over the summer regarding salaries by discipline; however, that had not been released after discussion with the task force. The provost responded there seems no reason to delay completing the annual FSFB report if senators want it and she will check into it with her staff and senator Cox's office. Discussion continued about what the reports contain. The APLU report is by discipline and takes into account all land-grant institutions. Spooner clarified the information the APLU provides does break things out by discipline and other information within the land grant institutions.

Senator Reed asked about the AON Hewitt report and how it will be disseminated. She also asked whether there will be a separate task force to work towards unclassified salaries. The provost commented first about what she has seen so far within the report. One point is that currently there are not similar classifications and salary distinction between unclassified professionals. This will need addressed and then can be built on. Dissemination: At this time there is a committee working with Jackie Hartman to determine the best path. However, as she mentioned there will be forums taking place with the consultant. At those forums, people will have an opportunity to see the report and visit with consultants from AON Hewitt to ask questions. Once all that takes place – administration will determine what direction they head.

Senator Hosni was wondering about how funding needs are being prioritized since state funding is almost non-existent. Provost referred back to the open forum held in February. They discussed professorial performance awards and how that commitment is still held. She and the president both responded that faculty salaries, increased number of faculty, and facilities are in their priorities. Hosni thanked her for repeating that information for those present today since many were not able to attend the open forum. He concluded that she and the President's reassurances regarding their priorities are appreciated.

3. Alternative Service Committee – Presentation by Chair, Carol Marden

Carol Marden thanked senators for their time today to visit with them about this important issue. The Alternative Service committee is made up of 22 members of classified and unclassified staff. Their charge is to research and compile a plan to move out from within the state's civil service system and transition into University Support Staff.

Phase I began in September with a diligent search as to what the ramifications would be if classified employees moved out from the current system. This would involve changes to recruitment, performance evaluations, appeals process and the pay structure of current classified employees. They believe the hiring process could be customized to fit departments' needs better. One major change would be regarding appeals.

A University Support Staff appeals board would need to be instituted and that could involve faculty members on campus.

There are five phases in this process. Phases one and two are complete. Phase 3 is in process; this is where they will present to classified employees and gather feedback. The last phase will be a vote at the end of this year as to whether or not to come under this new system. This may take approximately two-four years to implement if accepted. The committee also recommends that periodic market studies be done.

This will affect the university as a whole. Because we are a campus community the committee has presented this information to Classified Senate, Student Senate, and now to Faculty Senate. They want all to be aware of the upcoming decision to be made and where they are in the process. A few questions were responded to. Marden thanked senators for their time and attention.

4. The February 12, 2013 minutes were approved as submitted.
5. Approval of Consent Agenda (pages 2-3) – Julia Keen (supplemental information in **Attachment 1**)
President elect Keen presented the consent agenda and asked if any items should be moved to the discussion agenda. Seeing none she moved to approve the consent agenda. Motion carried.
6. Report from Standing Committees and Student Senate

A. Academic Affairs Committee – Andy Bennett

Senator Bennett noted there are no action items at this time. However, there is still much going on. The K-State 2025 DRAFT Undergraduate Studies and Student Life Theme II Implementation Plan has been made available on line for comment. Here is a link to the site that houses the report as well as gives a link to provide comments and feedback: <http://www.k-state.edu/undergradstudies/>. After the *final* report is completed a plan will be made to implement things. Senator Bennett strongly encouraged senators to review the draft report and give feedback. Bennett also spoke about certificate programs. When the KSU Certificate Policy was approved by Faculty Senate approximately six years ago, it was noted those programs were to be taken in conjunction with degree programs. However, there are some certificate programs that are taken independent of a degree and are viewed as stand-alone programs. In view of changes over the past six years, it seems appropriate to draft language to address this. The Committee on Academic Policy and Procedures, in coordination with Faculty Senate Academic Affairs, will be working on language in the near future to address this. Also, Bennett reported that the committee recently discussed MOOCs or Massively Online Open Courses. There are no rules currently and the committee determined these may need to be handled on a case-by-case basis. However, committee members believed that if credit hours are being tied to a course that is being offered, the appropriate approval process should be followed. Lynn-Sherow wanted to note that finding the report and the way to comment was somewhat difficult. Ms. LaBerge was been requested to send an email to senators with the report link and information on sending feedback. Discussion continued.

B. Faculty Affairs Committee – Melia Fritch/David Thompson

• Resolution in support of Freedom of Expression and Opinion (**Attachment 2**)

Fritch began by reminding senators at the last full Senate meeting, there was a question to Provost Mason regarding whether administration was going to comment on the situation with the former faculty member, Dale Askey, who was being sued as well as his current employer. The lawsuit against both the institution and the faculty member was dropped; however, the suit against the individual faculty member is still continuing. Even in view of administration's statement in K-State Today and one of the suits being dropped, Faculty Affairs still felt it appropriate to bring the resolution forward to Senate. Therefore, Senator Fritch moved to adopt the resolution as submitted.

Discussion: Senator Easton asked briefly about what the faculty member did. Fritch responded in short that the individual faculty member had discussed a certain publisher in his personal blog and had made some critical comments; others had posted comments as well and this then received the attention of the publisher. The press publishes academic books as well as other publications. Hosni thanked Faculty Affairs for spending the time to create this resolution and he supports it. Senator Lara also

chimed in to thank Faculty Affairs. A minor grammatical change was requested and will be made prior to posting. Lynn-Sherow also added that she was made aware that Askey's legal fees for his defense are now being cared for. Motion carried.

Fritch also updated senators that Faculty Affairs is working on a university handbook change that should be coming forward next month in section C157. This was brought forward last year and has had much work done to it. They are also reviewing a request from Faculty Salaries and Fringe Benefits regarding a resolution in support of having a campus climate survey completed.

C. Faculty Senate Committee on Technology – Dave Rintoul

Senator Rintoul presented no action items; however, they will be receiving the Data Access report in the near future, which is to be provided to Senate each year. In light of what happened at Harvard recently, this is relevant. The email system decision should be announced in K-State Today soon; however, Rintoul reported that Microsoft 365 was selected. The change should be taking place sometime in July.

D. Faculty Senate Committee on University Planning – Bob Condia

Senator Condia reported on their recent meeting with Senior Vice Provost Ruth Dyer. Dyer updated FSCOUP on the status of the Campus Master Plan. The final draft has been received and the Campus Master Plan Update Committee is working towards sending their final notes to Ayers Saint Gross along with notes from the Campus Planning and Development Advisory Committee. Once final edits are made, the plan will be released to campus and also presented to the Board of Regents, hopefully in April. The building spaces provided in the plan are basically a menu for where future buildings could be built. A cultural shift will need to take place as changes are made with regard to parking and transportation. Lastly, FSCOUP is working towards drafting a survey regarding having a university club.

E. Student Senate – Grant Hill

Senator Hill reported that SGA elections just took place and terms will be ending. The Student Enhancement fund will now be voted on by Student Senate. If the funding the committee recommended is approved it will go through for 2014. Eli Schooley and Jake Unruh were elected for president and vice president respectively. Sixty new senators were elected. Ayers Saint Gross has been finalizing the Union Master Plan which will be revealed along with the full Master Plan. Hill briefly outlined some of the changes proposed for Union in the future. He also briefly commented that having students on the various committees which are created by administration as well as Faculty Senate, especially in relation to faculty compensation, is important since students are often involved in paying for future raises for faculty.

7. Announcements

President Bloodgood went through the announcements as listed.

A. 2013 Faculty Senate election update: Primary ballots completed

B. Faculty Senate President Elect candidates are being sought

C. Faculty Senate Past President's luncheon – April 5, 2013.

D. Annual Faculty and Unclassified Professionals Retiree Ceremony – April 16, 4pm, Alumni Center

8. New Business

A. Honorary Degree

President Bloodgood reminded senators they received the candidate's information prior to the meeting. He invited a motion to be made to approve the degree. A motion was made by Bennett to approve the honorary degree. The motion was seconded. Lynn-Sherow noted appreciation for having received the information in advance to consider. Graham spoke in favor of the individual and is in favor of approving this honorary degree. Motion carried. As a reminder, this needs to remain confidential until such a time as this is released by administration.

B. Faculty Compensation Task Force Report – for acceptance (**Attachment 3**)

President Elect Keen directed attention to the report and made a motion to accept the Faculty Compensation Task Force Report. A second was made by Hosni. Keen reported she had received a

comment from a Salina faculty member noting some of the information in the report and suggestions given may not address their needs at Salina. Keen wanted to apologize for any seeming oversight. There was no intention to neglect any campus; rather the intention of the task force was for the report and recommendations to apply to all of K-State's campuses. Also, she wanted to provide clarification that not having unclassified professionals included in the compensation report was at the request of administration due to the fact the AON Hewitt Human Capital Consultants were to be working on their report at the same time. It was envisioned that unclassified issues, including salary, would be addressed after their report is completed. Finally, President Elect Keen wanted to respond to disappointment conveyed to her that a student was not on the Task Force. This was a joint task force in response to the special session held by Faculty Senate this past May and the makeup was to be four members selected by Faculty Senate and four by administration. Keen noted it was an oversight not having a student on the task force and that Faculty Senate looks forward to working with students on future committees as well as projects. Zajac thanked Keen for her comments regarding Salina. Motion carried to accept the report. Keen encouraged senators, as well as their colleagues, to make comments on the report while there is time available. This may even include comments of commendation of the report. The comment time is open until Saturday, March 16.

9. For the Good of the University

A. State of Kansas – Senate Resolution No. 1714, commemorating the 150th Anniversary of Kansas State University.

President Bloodgood directed attention to the handout. The resolution was presented to KSU administration at a February meeting of the State of Kansas Senate.

B. Senator Lynn-Sherow reported that she likes to update Faculty Senators and others about current city issues and how these affect faculty and the K-State community alike. Today she would like to yield five minutes to Jim Sherow to briefly visit with senators about these topics. Professor Sherow reported he is currently on city commission and will be ending his term in a couple of weeks. He reported on the city budget. He noted that we will be hearing a lot about how the city budget is out of control. However, he would like to state the city manager does an excellent job in caring for this. Two new fire stations have been created as well as the city's recent Discovery Center. The city's debt is declining. What the state does will have an impact on local economy of course. The building of NBAF is breaking ground this quarter. This is about a 1 billion dollar project that will be put up in the next few years. There are some items at risk in the next few years which will affect the university directly. He mentioned a few items, including the airport expansion, which will impact faculty who travel for work. Bicycling, safe housing, social services... all of these will be at risk depending on possible future state legislation. These affect students and faculty alike. He encouraged ones to become informed about the issues and those running and how they will affect this city and you. He thanked senators for their time.

President Bloodgood read a thank you letter on behalf of Sue Peterson, Director of Governmental Relations, thanking Faculty Senate and those who attended and participated in the Cats in the Capitol this year.

Senator Farmer inquired about whether a special session would be appropriate again regarding salaries. Hosni suggested waiting until the provost and president respond to the report and comments. It will depend on how administration wants to move forward. DePaoli feels it would be premature at this time. It was encouraged that Faculty Senate Leadership should view the comments from the report. Keen reported she has formally requested that as well. Keen wondered if perhaps administration should be encouraged to respond to the report in written format and in person.

Senator Kiefer reported on the common read book for freshman entitled: Ready Player One. If you have any questions regarding this selection feel free to see Kiefer.

10. The meeting was adjourned at 5:08 p.m.

Respectfully submitted by Candace LaBerge substituting for Loleta Sump, Faculty Senate Secretary

Next meeting: Tuesday, April 9, 2013; 3:30 p.m., Union Big 12 room

**CONSENT AGENDA
ACADEMIC AFFAIRS**

1. Undergraduate and graduate course and curriculum changes, graduation list, and posthumous degree request (see attachment 1 for supplemental information):

UNDERGRADUATE

College of Arts and Sciences (approved by college on February 7, 2013)

COURSE CHANGES:

Economics

Changes:

ECON 510 – Intermediate Macroeconomics
ECON 520 – Intermediate Microeconomics
ECON 521 – Intermediate Microeconomics Theory
ECON 523 – Human Resource Economics
ECON 524 – Sports Economics
ECON 527 – Environmental Economics
ECON 536 – Comparative Economics
ECON 540 – Managerial Economics
ECON 555 – Urban and Regional Economics

Journalism and Mass Communications

Drop:

MC 456 – Advertising Techniques

Change:

MC 480 – ~~Public Relations Techniques~~ Advertising and Public Relations Design and Production

Modern Languages

Change:

ITAL ~~232~~ 332 Italian IV

Music, Theatre and Dance

Add:

DANCE 265 – Pointe Techniques
DANCE 460 – Dance History II Covers Dance from the 20th Century until present; K-State 8: Aesthetic Interpretation; Historical Perspectives
DANCE 503 – K-State Tap Dance Ensemble
DANCE 507 – K-State African Dance and Music Ensemble

CURRICULUM CHANGES

Biochemistry

Changes to the B.S. in Biochemistry: Add: Biochemistry and Molecular Biophysics track

Sociology, Anthropology, and Social Work

Changes to Undergraduate Certificate Program in Nonviolence Studies

Changes to the BA/BS in Sociology: General Sociology major and Sociology: Criminal option

College of Education (approved by college on January 29, 2013)

COURSE CHANGES:

Curriculum and Instruction

Add:

DED 150 Topics in Education

DED 350 Problems in Education

GRADUATE (approved by Graduate Council on February 5, 2013)

COURSE CHANGES:

Add:

ARCH 865 Advanced Problems in Architectural Design

GENBA 800 MBA Professional Development

GENBA 875 MBA International Business Experience

MKTG 880 Advanced Business Intelligence for Strategic Decision Making

HN 839 Clinical Nutrition Support

Change:

ACCTG 810 Foundations of Accounting and Finance

FINAN 815 Corporate Finance

CURRICULUM CHANGES:

College of Architecture, Planning and Design

Changes to:

Master of Landscape Architecture: Non-Baccalaureate

Master of Landscape Architecture: Post-Baccalaureate

Graduation list / posthumous degree

Graduation List:

Fall 2012 Graduation list (graduate, undergraduate, and veterinary medicine students)

Posthumous degree for Stephen Neaderhiser. Background: Stephen was a Life Science major with a Business minor. He was in good standing and was scheduled to graduate in May 2013.