

**MINUTES**  
**KSU Faculty Senate Meeting**  
**Tuesday, September 9, 2014 3:30 pm**  
**K-State Union, Big 12 Room**

Present: Aakeroy, Anderson, Aramouni, Armbrust, Barden, Beard, Bennett, Bishop, Blair, Brown, Burenheide, Chakrabarti, Charney, Clark, Cochran, Cox, Crow, DeRouchey, Devore, Dille, Dodd, Doll, Dover, Easton, Eiselein, Elsasser, D. Fallin, J. Fallin, Farmer, Finkeldei, Garcia, Glymour, Goins, Goodson, Guzek, Haar, Higginbotham, Hoag, Hoeve, Hsu, Hutchinson, Jackson, Jani, Jones, Kanost, Kays, Keen, Kennedy, Knackendoffel, Krishnamoorthi, Lara, Larson, Lavis, Lear, Lindshield, Linville, Maatta, Markham, Maseberg-Tomlinson, McCrea, Pacey, Ransom, Reed, Reese, Rintoul, Schlup, Schmidt, Spooner, Stevenson, Sump, Swilley, Van Horn, Warner, Washburn, Willbrant, and Wood

Absent: Brody, Cauble, Crawford, Gamez, Hamilton, Pankl, Raine, Schermerhorn, Weiss, and

Proxies: Carrico, Featherstone, Gonzalez, Hartman, Mosier, Narayanan, Schultz, Sherow, Smith, Stephens, Titgemeyer, Works, and Yu

Guests/Visitors: Christy Craft, Roberta Maldonado-Franzen, Cheryl Johnson, April Mason, and Steve Starrett

Parliamentarian: Jerry Frieman

1. President Dave Rintoul called the meeting to order at 3:31 p.m.
2. The June 10, 2014 minutes were approved as submitted.
3. Annual reports to Faculty Senate (3:32-4:01)
  - A. Office of Institutional Equity report, Roberta Maldonado-Franzen – **Attachment 1**

Ms. Maldonado-Franzen expressed appreciation for the invitation to attend the meeting and asked for any questions regarding the annual report from the Office of Institutional Equity. There were none. The anti-discrimination training experienced some technical challenges; however, as of September 8<sup>th</sup>, everyone had received an invitation to take the online training. Each E-mail was linked to an individual via Qualtrics. If you want to be assured that you have successfully completed the training, check your training log in HRIS the day after you complete it. Approximately 2,100 faculty and staff have completed the training with 80% of the surveys indicating that it met expectations.
  - B. Grievance Chair report, Mustaque Hossain – **Attachment 2**

Dr. Hossain was not present to make a report. If there are any questions, feel free to email him.
  - C. Mediation Services report– **Attachment 3**

Terri McCants was not present to make a report. If there are any questions, feel free to email her.
  - D. Ombudsperson report, Christy Craft – **Attachment 4**

Dr. Craft provided a brief summary of the data provided in the attached ombudsperson report. She expressed the concern that the potential for retaliation seemed particularly salient this year. Additionally, a continued need for supervisors to receive performance evaluation training exists. Kelli Cox has completed her term as ombudsperson. Scott Jones will be the new ombudsperson.
  - E. Honor & Integrity System report – Steve Starrett – **Attachment 5**

Dr. Starrett reported that Camilla Roberts provided education about the Honor and Integrity System to about 10% of our students. The judicial component of the program involved about 1% of our students. Senator Dodd asked about the role of the reporter. They appear to be the “prosecutor” and

recommend sanctions. This seems to be a migration away from the original intent of the program. Dr. Starrett stated that about 150 faculty made reports and explained the difference between the two options available for faculty to utilize. Discussion included comments about the fact that instructors do not have to go through the formal process but can choose to handle the situation internally. Dr. Starrett reported that changes were implemented that made the process more efficient. About 25 hearings have been conducted under the new process and they have gone well. Generally, during the hearing, the faculty member will provide a report about their assessment of the situation. The Honor Council makes the decision. The increased number of reports over the last 15 years is likely due to the educational component of the program as well as the ability to track repeat violators.

President Rintoul reported that Faculty Senate has received each of these annual reports and voiced appreciation for them.

4. Introduction of Cheryl Johnson, VP of Human Capital

Provost Mason introduced Cheryl Johnson, the new VP of Human Capital Services. One accomplishment she has already achieved is enabling nine-month faculty to be paid on a 12-month basis. During Ms. Johnson's presentation, she spoke to their draft goals and objectives. A restructuring of Human Capital Services (HCS) will flatten the organization from 13 supervisory/director positions to nine, with one being her position. When the restructuring is complete, the overall increase in cost to the organization will be about \$3,000. A primary goal is for the organization to be more customer-centric. Through the use of Lean Six Sigma, they will dig deep into their systems. Talent acquisition, total rewards (compensation), and internal learning development will be emphasized. By spring 2015, they hope to have a good hiring process in place and will initially run a pilot program with a college to determine if the plan is workable. The next step will be to identify the compensation philosophy for K-State. A training needs assessment will be conducted and the intent is to identify a network of trainers. Currently they are going through a selection process to fill the eight director positions with internal candidates. This process is not about downsizing but making sure everyone is in the right seat on the bus, so to speak. Discussion included dialogue pertaining to recruitment processes, the need for some type of solution for hiring in emergency situations, and the disparity between administrator and faculty salaries.

5. Report from Standing Committees and Student Senate (4:16-4:44)

A. Academic Affairs (AAC) – Andrew Bennett

Senator Bennett reported that Academic Affairs has no action items to bring before the Senate. The Honors and Integrity Program has proposed changes to their constitution regarding Honor Council membership numbers. The committee has met with Camilla Roberts to work on drafting the revisions into a defensible manner. On another Honors subject... in 2007, Faculty Senate approved the Honors Program; now questions have been raised about what exactly is included in that approval. Currently they are trying to interpret what was decided in 2007. An academic freedom statement was created this summer for optional placement in course syllabi. The Open/Alternative Textbook initiative has proven successful. Next step discussions need to occur regarding this topic.

B. Faculty Affairs (FAC) – Betsy Cauble

President Rintoul reported for Faculty Affairs (FAC) in the absence of Senator Cauble. Their agenda items this year include an Open Access Proposal, handbook language for professional titles, and Appendix M revisions, the latter two both require KBOR approval. The language pertaining to dean and administrative reviews will also be looked at.

C. Professional Staff Affairs (PSA) – Danielle Brown

Senator Brown reported that a working group of PSA members worked on University Handbook language pertaining to professional staff. They have also met with Vice President Johnson to discuss professional staff and their needs.

D. Student Senate – Abby Works

Senator Kennedy, presenting for Senator Works, reported that 25 freshman and sophomore student interns will be selected for an opportunity to learn about the Student Governing Association (SGA). A joint leadership meeting with Faculty Senate and University Support Staff was held. During this meeting, the primary discussion topic was how the three Senates can help each other. Senator Kennedy extended an invitation to faculty senators to attend any Student Senate meeting. These are held on Thursday evenings, beginning at 7:00 p.m. in the Big 12 room. Senator Jana Fallin commented that Oklahoma State has a smoke-free environment and encouraged SS to do the same. Senator Kennedy explained that the changes to the Campus Smoking Policy are now with the Environmental Health and Safety Committee. Senator Reagan Kays, student body president, reported on the K-State Student Union renovations. The architect and engineering firms have been selected and the intent is to remain open during the 18 month construction period.

E. Technology – Don Crawford

No report.

F. University Planning – Barbara Anderson

Senator Anderson reported that their committee's primary agenda item for this year will be how faculty can engage earlier in the process of identifying projects to be funded by the city/university funds. Architect interviews for the North Campus Corridor Master Plan will take place Thursday, September 11, 2014. The campus community will have multiple opportunities to offer input. A new process for capital improvement requests is being developed. They will be reviewing Student Senate's medical amnesty policy. Classroom scheduling, GRA tuition waivers, salary enhancements, and the importance of developing a better data reporting system will also be topics of discussion this year.

6. Announcements (4:45-4:50)

A. KBOR Social Media Update

President Rintoul, along with the Provost and President, appointed a committee to draft a process that can be used if a violation of the KBOR social media policy occurs.

B. State of the University Address –

- Friday, September 26, 3:30-4:30 pm, Alumni Center main floor, Manhattan
- Monday, October 13, 9:30 –10:30 am – K-State Salina, College Center Conference Room
- Thursday, September 25, President and Provost - 2025 visit in K-State Olathe

C. Professor of the Week nominations for this year are below. These individuals will be honored at men's home basketball games.

Ag/Ext: Kevin Donnelly, Glynn Tonsor

APD: Tim Keane

AS: Todd Cochran, Alison Knoblauch, Martha Smith-Caldas

BA: Dan Deines

ED: Sheryl Hodge

EN: Kevin Wanklyn

HE: Sandra Stith

Libraries: Jason Coleman

Salina: Troy Harding

Vet Med: Ralph Richardson

7. Open discussion period for senators as needed

Senator Aramouni asked about follow up on faculty salaries versus administrative salaries. President Rintoul responded that the climate survey will allow faculty, staff, and students an opportunity to express

concerns about salaries and administrative raises. President Rintoul encouraged everyone to participate in the survey. Administration has agreed to pay attention to the results of the survey. The Kansas Board of Regents (KBOR) is doing a 360 review of the President this year. KBOR conducts these interviews every five years. The Council of FS presidents feels that these should be done annually. Senators Aramouni and Ransom asked for Faculty Senate Leadership Council to request a comparison of average faculty salary increases vs the average salary increase for central administrators and report these results to senators. Senator Dodd commented that it might be beneficial to have a faculty presence at the KBOR meetings. Another suggestion was to prepare a report on the use of consultants on campus and the associated costs. With all the expertise on campus, why do we spend thousands of dollars on consultants? Senator McCrea reported that Blue Cross Blue Shield is eliminating one of the available options (Plan B), and that faculty and staff will have 30 days to decide between Plan A and Plan C. She made a request that Human Capital Services assist with providing a brief comparison data sheet that will help faculty and staff in making an informed decision.

8. The meeting was adjourned at 4:47 p.m.

Respectfully submitted by:  
Loleta Sump,  
Faculty Senate Secretary

Next meeting: Tuesday, October 14, 2014, 3:30 pm (Faculty Senate Photos: Tentatively 3pm- Forum Hall)

2014/2015 Faculty Senate meetings (second Tuesday of the month; 3:30 pm; Union Big 12 room):  
<http://www.k-state.edu/facsen/facsenate/meetings.html>