

MINUTES
KSU Faculty Senate Meeting
Tuesday, September 8, 2015 3:30 pm
K-State Union, Big 12 Room

Present: Ackerman, Andrews, Aramouni, Barden, Bennett, Blair, Bolton, Cauble, Charney, Clark, Cochran, Craft, Crawford, Crow, Dille, Doll, Eiselein, Elsasser, D. Fallin, J. Fallin, Featherstone, Finkeldei, Gabbard, Geuther, Glymour, Gonzalez, Goodson, Guzek, Haar, Hartman, Heinrich, Hettiarachchi, Higginbotham, Hoeve, Hsu, Hurtig, Jackson, Jones, Kanost, Knackendoffel, Lavis, Lear, Lehman, Leitnaker, Lindshield, Littrell, Lockwood, Maghirang, Markham, Maseberg-Tomlinson, McCrea, Narayanan, Nelson, Ransom, Rintoul, Roush, Schlup, Sherow, Simser, Smith, Spears, Spooner, Swilley, Tinker, Titgemeyer, Warner, Wilson, Wood, Yu, and Zolkiewska

Absent: Aakeroy, Burenheide, Chakrabarti, Corwin, Devore, Hamilton, Hedrick, Lara, Pacey, Schaake, Sump, and Willbrant

Proxies: Armbrust, Culbertson, Dover, Duncan, Ferguson, Hoag, Hutchinson, Keane, Maner, Mosier, Reed, Schultz, Stevenson, and Weiss

Guests/Visitors: Travis Gill, Rebecca Gould, Mustaque Hossain, April Mason, Steve Starrett

Parliamentarian: Jerry Frieman

1. President Fred Guzek called the meeting to order at 3:31 p.m. Loleta was out today and Ms. LaBerge and Senator Betsy Cauble will jointly take minutes.
2. Visit from Provost Mason. Topic for Discussion: ~~Future Direction of the Research Enterprise~~
Due to an incident which occurred at the home football game over the weekend and the actions taken thereafter, a request was made by President Guzek, the president elect, and the past president that the Provost speak to concerns related to that first and the other topic if time permits. The Provost agreed and commented that part of the content of the band's show during the game was considered to be unsportsmanlike in nature. Communication from the Big 12 conference took place alleging that a violation of the Big 12 sportsmanship policy occurred, which led to a faculty member being sanctioned by the university administration. The Provost reported that internet hysteria is not why this was addressed; rather it was due to the sportsmanship involved. She indicated that making no sanctions at all was not an option. It was questioned whether the shows are vetted before being performed on game day. That is not the case; however will take place in future. The definition of unsportsmanlike conduct, as defined by the Big 12, was in part read aloud. Specific questions were raised about the sanction: how it was administered, did the faculty member have the opportunity to explain himself, does this affect the faculty member financially. Senators were reminded of the success of both Professor Tracz and the K-State band. Senator Jana Fallin publically commended his career and recognized the work he has done for the University. The sanction was not suggested by the Big 12; they can do so, but did not in this instance. The situation was reviewed by the director of the school of music, the dean of arts and sciences, the chief academic officer, the athletics director, and the university president. The president conveyed the decision directly to the faculty member. There was also a monetary fine involved, which was paid by the president's office. Another senator spoke on behalf of professor Tracz and reminded all of his laudable work. It was perceived by some that our university simply plead guilty and did not defend the faculty member. There was much concern and discussion over this incident.
3. The June 9, 2015 minutes were approved as submitted.

4. Dispute Resolution and Honor and Integrity System Reports

A. Ombudsperson report, Rebecca Gould – **Attachment 1**

Gould reported there are three ombuds that assist the university in this capacity. She provided brief highlights of this year's report.

B. General Grievance report, Mustaque Hossain – **Attachment 2**

Hossain reported there were three formal requests; one full hearing was held and the decision of administration was upheld. Dr. Hossain reminded members that Appendix G does not deal with discrimination or harassment. Those kinds of grievances are handled by Human Capital Services.

C. Mediation Services report – **Attachment 3**

Terrie McCants presented this information to the Executive Committee, but was not able to attend today. If there are any questions, please feel free to contact her directly.

D. Office of Institutional Equity report, Travis Gill – **Attachment 4**

Travis Gill reported that their outreach efforts have been successful in helping individuals know what processes are in place to help them. Their workload is growing each year; however, rather than meaning that K-State isn't safe, it simply means they're doing their job in educating all about what avenues are available to them.

E. Honor & Integrity System report – Steve Starrett – **Attachment 5**

Steve Starrett presented the annual reports to senators. He described three of the more extreme and unique cases. There were questions about the change in the honor council and if it is working well. Starrett believed having these changes has been very helpful in getting to cases in a timely manner. It was commented by a senator that having the data for three-five years reflected would be appreciated for future reports.

All reports were received by Faculty Senate.

5. Report from Standing Committees and Student Senate (4:30-4:49)

A. Academic Affairs –Teresa Hartman

Senator Hartman spoke about Curriculum. It is likely this will be purchased in the near future. This is a software system that will interface with the current online catalog and allow for course and curriculum proposals to be completed electronically via this software.

B. Faculty Affairs – Betsy Cauble and/or Mindy Markham

Senator Markham reported they had their first meeting last week. At that meeting Brian Niehoff provided and discussed the template departments now have available to them for use with regard to professional titles. Section C of the University Handbook is on their agenda to be brought forward this year. The University Handbook and Policy committee and Professional Staff Affairs have already reviewed this section and submitted their recommendations to Faculty Affairs.

C. Professional Staff Affairs – Mary Anne Andrews

Senator Andrews reported that PSA will be determining their goals for the year, with the assistance of information provided in the addendum from the Climate Survey related to professional staff.

D. Technology – Don Crawford

Senator Crawford reported at their first meeting they had an update from the ad hoc committee on accessibility; they are currently working on needs assessment. Also, Senator Crawford announced that Robert Vaile has resigned as chief information security officer and Joe Lear will assume the acting director position for the time being. Crawford discussed the Adobe announcement in K-State Today. The University has purchased approximately \$160,000 worth of licenses and will be selling those to departments. License pricing is available at: <http://www.k-state.edu/its/software/software-licenses/adobe/>. FSCOT will be meeting next with representatives from the Union about ongoing changes to the computer store. He gave an update on CANVAS, 16% of fall classes are being delivered through KSOL Classic. Administrative use of CANVAS is permitted and encouraged, please contact the Helpdesk if assistance is needed. Windows 10 was released over the summer by Microsoft. University employees should not upgrade their computers at this time.

E. University Planning – Spencer Wood

Senator Wood discussed the City/University Funds projects. He reminded senators that a letter of agreement was signed by all three senate bodies, allowing for the three bodies to put forward a combined list of recommendations. He shared with senators a few things FSCOUP has been discussing for the list at this time. In October all three senate bodies will meet to come up with a combined list to present to administration. He followed up on their June meeting regarding administrative furloughs. Gary Leitnaker has been tasked by Cheryl Johnson to convene a committee to work on this and have a draft plan by March. Senator Leitnaker is requesting two faculty senate representatives to participate on this committee.

F. Student Senate – Kurt Lockwood

Senator Lockwood updated senators regarding the Union groundbreaking and renovation that has begun. The medical amnesty policy was approved last year for the university; they are planning to push again to have this approved state-wide. He announced a K-State Proud campaign will be done this fall. In the past it was done only in the spring; however, it is now being extended to both semesters.

6. Announcements (4:50-4:54)

A. Faculty Senate and Presidential Committee appointments and recommendations have been made. Thank you to all who volunteered to serve!

B. Professor of the Week selections have been made. These thirteen faculty members will be recognized at several of the K-State Men's home basketball games this year.

C. State of the University Address/Fall Open Forum with President Schulz –

- Friday, September 18, 3:30-4:30 pm, Alumni Center main floor – Manhattan
- Monday, September 28, 9-10 am, College Center Conf. room – Salina

7. New Business

A. Resolution of Thanks to President Schulz – **Attachment 6**

Senator Cauble made a motion to pass the resolution in commendation of President Schulz, Narayanan seconded the motion. The motion carried.

8. Open discussion period for senators as needed

Senator Sherow conveyed two concerns in relation to the conversation regarding what happened this weekend: 1) He is concerned that an outside body can cause us to make sanctions and 2) he was concerned about a sanction being imposed on someone for work created in their academic field. This

involves academic freedom and artistic expression. Senator Ransom discussed his concern about having a mechanism in place for due process. It was believed that Faculty Affairs should investigate and find out the details of this situation and what due process was given. Senator Gabbard mentioned this raises a question about what the boundaries are between athletic vs. academic. This is a dual-world scenario. Senator Schlup was concerned about the communication; there doesn't seem to be a consistent picture. President elect Bennett shared information he found on the Big 12 website related to this type of incident and it made him believe the action taken was outside of their purview. Lengthy discussion ensued. There is deep concern over due process. Also, there was conversation about other, stronger offenses, which seem to go unnoticed and those engaged are not penalized even though lack of respect is shown. Academic Freedom and artistic expression are to be protected. Should a resolution be created? Senators Spears voiced that it seems prudent to have Faculty Affairs investigate first before any action is taken. Another point of concern was that this sanction was made public; aren't personnel issues to be private? This raises a question as to whether his rights were violated by publicizing the sanction. Senator Cochran pointed out that last, but not least, was the mention that future shows would be reviewed each time by a staff member from athletics, which again seems to infringe on academic freedom and artistic expression; this is unreasonable.

It was suggested that Faculty affairs 1) investigate the details and determine if a resolution is desired or some kind of public statement and 2) discuss what kind of language may be needed for the university handbook to address this kind of situation in the future.

Past president Rintoul recommended to President Guzek that he have Faculty Affairs find out the facts about the situation, and if appropriate, draft a resolution for consideration by faculty senators. Also, they should consider handbook language as needed. This was agreeable to senators and Faculty Affairs will follow up on this.

9. The meeting was adjourned at 5:00 p.m.

Respectfully submitted by:
Betsy Cauble,
Substituting for Loleta Sump, Faculty Senate Secretary

Next meeting: Tuesday, October 13, 2015; 3:30 p.m., **Forum Hall (Photos at 3 pm in Forum Hall)**