

**MINUTES**  
**KSU Faculty Senate Meeting**  
**Tuesday, December 8, 2015, 3:30 pm**  
**K-State Union, Big 12 room**

Present: Ackerman, Andrews, Aramouni, Armbrust, Barden, Bennett, Blair, Bolton, Charney, Clark, Cochran, Craft, Crawford, Crow, Devore, Doll, Dover, Duncan, Eiselein, Elsasser, D. Fallin, J. Fallin, Ferguson, Finkeldei, Geuther, Glymour, Gonzalez, Goodson, Guzek, Haar, Hamilton, Hartman, Heinrich, Hettiarachchi, Higginbotham, Hoeve, Hsu, Hutchinson, Jackson, Jones, Kanost, Lavis, Leitnaker, Lindshield, Littrell, Lockwood, Maner, Markham, Maseberg-Tomlinson, McCrea, Mosier, Nelson, Ransom, Rintoul, Schlup, Schultz, Sherow, Simser, Smith, Spears, Spooner, Stevenson, Swilley, Titgemeyer, Warner, Willbrant, Wilson, Wood, and Yu

Absent: Aakeroy, Cauble, Chakrabarti, Featherstone, Gabbard, Hedrick, Hurtig, Knackendoffel, Lara, Lear, Lehman, Narayanan, Pacey, Roush, Schaake, Sump, Tinker, Weiss, and Zolkiewska

Proxies: Burenheide, Corwin, Culbertson, Dille, Hoag, Kanost (after 4pm) Keane, Maghirang, and Reed

Guests/Visitors: Janice Barrow, Kris Boone, Steven Dandaneau, Jim Hohenbary, Justin Kastner, April Mason, Dana Reinert, and Thomas Vontz

Parliamentarian: Jerry Frieman

1. President Fred Guzek called the meeting to order at 3:35 p.m. In Senator Sump's absence, Senator Markham will be taking minutes today.

President Guzek announced that a colleague tragically passed away this weekend, Assistant Dean Larry Satzler. He requested the senators observe a moment of silence in honor of him; he will be dearly missed.

2. Visit from Provost Mason: Topic for Discussion: Diversity/Inclusivity and Academic Freedom  
With the retirement of Dr. Myra Gordon, there has been discussion regarding an opportunity to change the structure and function of the Associate Provost for Diversity position. Provost Mason and President Schulz ask for your input as to what that position should look like. Provost Mason wants to utilize the time we have the interim in place to determine whether this position is doing what we want it to or not. Given the current climate in higher education relating to diversity, this is an appropriate time to determine what this position should address. The interviews for this position are this week and Provost Mason hopes the hire is finalized prior to winter break. A senator inquired where to find background on what the position has done in the past in order to provide input on future changes. Faculty Senators can look at the [Office of Diversity website](#) to learn about the position and to see what the office has been doing.

A senator commented that it would be positive to have a more aggressive policy on dual career hires. Provost Mason indicated that we have a good policy, but lack of funding creates difficulty. She also noted Ruth Dyer is the contact regarding dual careers. It was agreed collaboration and coordination are needed for this. Other comments were taken about the office of diversity.

The other question provided to Provost Mason to discuss was how the university will balance the need for diversity and inclusivity and academic freedom. There are examples nationally of individuals being penalized for what's being presented in their class. Provost Mason has a strong belief in tenure and academic freedom and believes this is important in a classroom discussion. She suggested that it is our responsibility as academicians to bring up issues of importance in our classes and discuss them even

though there are differing ideas and viewpoints. Faculty are protected through tenure and the notion of academic freedom to explore these ideas and she will defend these rights for faculty.

An example was provided regarding a professor at KU who, after presenting information in class, felt threatened by the students and asked for an immediate leave. If a faculty member feels physically threatened or uncomfortable, Mason would defend their right to go back into the classroom, if that is their desire, and would provide resources to aid the faculty member's transition back into the classroom.

President Guzek thanked the Provost for her willingness to address these important topics.

3. The November 10, 2015 minutes were approved as submitted.
4. Approval of consent agenda (pages 5-8) – Andy Bennett – **Attachment 1**  
President Elect Bennett inquired if there were any items that should be moved to the discussion agenda. Seeing none he moved approval of the consent agenda. Motion carried.
5. Report from Standing Committees and Student Senate

A. Academic Affairs – Teresa Hartman

Senator Hartman was pleased to report that Curriculog has now been purchased and it is being determined who will initialize this project. Hopefully in the spring semester a few colleges can pilot this.

The calendar committee reported back that, after discussion with administration, the proposal of an extra two-day break in the fall will not move forward at this time. The calendar will likely remain the same as it has in recent years.

The class attendance policy in the University Handbook was reviewed, specifically with reference to absences due to religious observances. There was a request for the committee to discuss this policy. The current policy indicates that the decision is up to the instructor. After considerable discussion and review of draft policy language the committee decided not to move forward with adopting a new policy.

- Discussion agenda items (page 9) – **Attachment 2**

Senator Hartman made a motion to approve the changes to the University Honors Program. No discussion, motion carried.

Senator Hartman made a motion to approve the new Interdisciplinary Secondary Major in Global Food Systems Leadership. Motion carried.

Senator Hartman made a motion to approve the new Master of Arts in Teaching. Motion carried.

Senator Hartman made a motion to approve the new Professional Science Master in Applied Science and Technology. Discussion: President Elect Bennett questioned whether or not the program has received approval to be a Professional Science Master. He pointed out that at least half of the requirements need to be in STEM fields. Janice Barrow, Associate Dean, K-State Olathe, indicated that they anticipate receiving approval based on conversations leading up to this point. Approval must first be received from KBOR. Bennett is nervous about the broadness of the title as well as the proposal including a great bit of leeway in the courses that students can take (i.e., or other courses as approved by your committee). Barrow described that there are a range of courses students can select, with committee input and guidance, to meet their professional goals. She commented that

this is very similar to the MS in Human Nutrition and Mathematics at K-State. The proposal follows precedent, in fact 11 such degree programs at K-State were found that follow a similar approach. She also gave examples of other universities that have program titles that follow this title choice. Bennett was concerned that this degree is a “general science” degree and questioned whether a wide range of courses would be taken by all students. It was commented by another senator that the flexibility allowed in to support students’ goals and needs is a common practice at K-State. The Master’s degree supports the goals for K-State Olathe. Barrow indicated that the data from the market research supports an interdisciplinary program, and that industry is interested in students having a broad skill set. The focus is not on a specific track, but it is on the ability to have the interdisciplinary skills. By design, it needs to be an applied title or similar title that is non-specific. Motion carried.

B. Faculty Affairs –Mindy Markham

• 2015 Report on the Status of Faculty Salaries – **Attachment 3**

Senator Markham made a motion that Faculty Senate receive the report as attached. Motion carried. Markham reported that Section C revisions have been finalized and sent on to the Office of General Counsel for their input and will hopefully be on the agenda for Faculty Senate in the spring for a first reading and final vote.

Markham informed senators that the Office of General Counsel did not support language for a social media storm policy; the reason being that there are already policies in place to address situations, such as what occurred with Dr. Tracz. However, Markham reported that leadership is concerned that the kind of policies in place relate to filing a grievance for sanctions that are imposed at a later date and time, whereas the situation which occurred earlier this semester included sanctions that were immediately imposed. Faculty Senate Leadership Council will discuss this in further detail with the president at an upcoming meeting with him. There were several expressions made by senators that this policy change should move forward. A comment was also made that because students have to enroll in a course to perform in the marching band, academic freedom policies are in place to support the faculty member. Faculty Affairs intends to devote time to this item in the spring.

C. Professional Staff Affairs – Mary Anne Andrews

Senator Andrews reported that PSA had a joint meeting with Faculty Senate’s General University caucus on November 17. Invited guests were Cheryl Johnson, Shanna Legleiter and Alma Deutsch from Human Capital Services. In their meeting they discussed Professional Staff Development - where we are and where we would like to be with regard to on-boarding new staff, career ladders, access to information systems from first day on the job. They also had conversation about assigning a coach to new hires for the first year at K-State to assist with their acclimation to the University. A draft of the Telecommuting Policy and Agreement form was shared with the group by Cheryl Johnson. The committee was asked to share this information with their colleagues and ask for their input. Human Capital Services was invited to return for a second joint meeting on December 15 to discuss Professional Staff salaries, Fair Standards Labor Act ramifications for professional staff and what the test is to determine whether a position is exempt or non-exempt.

D. Technology – Don Crawford

Update on Scantron Version 3 – the length of time it takes to process a test is now down to a few minutes, not hours. It was highly recommended that employees have a good back up of their data and files. This is always a good idea, but even more so in light of the CryptoLocker virus, which will take over all the data on your computer, encrypt it, and then require you to pay a “ransom” in order to receive access to your files again. IT can remove the virus, but they can’t get your files back. The University does have subscriptions available for “Crash Plan”, which is an alternative to traditional

computer backups. You can discuss this with your systems administrator or the IT Help Desk if you have interest in this.

E. University Planning – Spencer Wood

• Joint recommendations for City/University Funds (Informational item) - **Attachment 4**

Senator Wood presented attachment 4 as information. It was the final report submitted to administration. At their December meeting FSCOUP had conversation with members of the Weapons Policy work group, including Cindy Bontrager, Ronnie Grice, and Sue Peterson. They are reviewing the KBOR policy draft and discussing plans for the campus to address this. Grice is reaching out to the different universities around the country that have experience with guns on campus and is compiling information based on a list of question he has for them. Wood expects FSCOUP to receive more information on this in early February. Peterson also reminded employees that if you are going to contact your legislator via email, please use your personal email address and if possible, do so outside of the hours of 8 am-5 pm. Bontrager was present also to discuss the smoking policy draft with FSCOUP. Committee members were concerned when viewing the draft map of locations to smoke. There are areas where it would be very difficult to avoid the smoke and this affects many who have asthma or other breathing-related issues. Wood indicated there are signs up in areas to smoke. These will not have shelters or seating. A question was raised by a senator regarding the kind enforcement there will be of the smoking zones. Wood indicated there is no designated enforcer. This topic will no doubt be part of future conversation.

F. Student Senate – Kurt Lockwood

The last senate meeting of the term was last Thursday. There was a resolution regarding a ban of smoking on campus. However, Student Senate wants to make sure all students' voices are heard so they are going to have a survey and hold focus groups to hear what students want and the resolution will be addressed in the spring. Senators Clark and Hsu encouraged Student Senate to engage international students in discussions regarding tobacco and diversity initiatives. Diversity – a letter was submitted to the President's Cabinet including mandating a course regarding diversity, funding student diversity initiatives (e.g., multicultural student center), and hiring diverse faculty and staff.

6. New Business

A. Resolution Regarding Future of Smoking Policy on Campus – **Attachment 5**

President Guzek directed attention to the resolution as presented and invited a motion to approve the resolution. A motion was made by J. Fallin and seconded by Brian Lindshield to approve the resolution. Of those senators who polled their colleges, there were comments that some were in favor of this and some were opposed. There was a question of clarification regarding whether the resolution address all campuses. Olathe campus is already smoke free. This resolution provides a recommendation to administration and is not policy. Lengthy discussion ensued regarding this topic. President Elect Bennett called for the question. Senator Lindshield seconded. Debate ended. The resolution passed: 31 for 27 against 2 abstentions.

7. Announcements - none

8. Open discussion period for senators as needed - none

9. The meeting was adjourned at 5:05 p.m.

Respectfully submitted by:

Mindy Markham, Faculty Affairs Co-Chair

Next meeting: Tuesday, February 9, 2016; 3:30 p.m., **Union Big 12 room**

**CONSENT AGENDA  
ACADEMIC AFFAIRS**

1. Undergraduate and graduate course and curriculum changes and graduation list addition (see attachment 1 for supplemental information):

**UNDERGRADUATE**

**College of Business Administration** (approved by college on October 27, 2015)

**COURSE ADDITIONS**

*Department of Management*

Add:

MANGT 580 – K-State MIS: Health Info Sys Portfolio I

MANGT 581 – K-State MIS: Health Info Sys Portfolio II

**College of Education** (approved by college on October 27, 2015)

**CURRICULUM CHANGE**

*Department of Curriculum and Instruction*

Change to the Business Education Teaching Field (EDBUS)

RATIONALE: This proposal is designed to update the Secondary Business licensure program to meet current needs, updated standards, as well as changing personnel in the Department of Curriculum and Instruction.

**College of Human Ecology** (approved by college on October 30, 2015)

**COURSE ADDITION**

*College of Human Ecology*

Add:

DHE 195 CAT Community Connections

**College of Agriculture** (approved by college on November 4, 2015)

**COURSE CHANGES**

*Communication and Agricultural Education*

Add:

GENAG 225. Fundamentals of Global Food Systems Leadership; K-State 8: Global Issues and Perspectives

GENAG 325. Uncertainty in Global Food Systems Leadership

GENAG 425. Global Food Systems Leadership in Action

*Agronomy*

Add:

AGRON 202. Introduction to Precision Ag Software; K-State 8: Empirical and Quantitative Reasoning

AGRON 502. International Experience in Agronomy; K-State 8: Global Issues and Perspectives

*Animal Sciences and Industry*

Changes:

ASI 400. Farm Animal Reproduction

*Horticulture, Forestry, and Recreational Resources*

### Horticulture

Add:

HORT 595. Horticulture Study Abroad; K-State 8: Global Issues and Perspectives

### Wildlife and Outdoor Enterprise Management

Add:

WOEM 596. Wildlife and Outdoor Enterprise Management Study Abroad; K-State 8: Global Issues and Perspectives

## **CURRICULUM CHANGES**

### *Agricultural Economics*

Changes to the Agribusiness Degree: Food Industry Option

### *Agronomy*

Changes to the B.S. in Agriculture: Agronomy – Consulting and Production Option

Changes to the B.S. in Agriculture: Agronomy – Business and Industry Option

Changes to the B.S. in Agriculture: Agronomy – Plant Science and Biotechnology Option

Changes to the B.S. in Agriculture: Agronomy – Range Management Option

Changes to the B.S. in Agriculture: Agronomy – Soil and Environmental Science Option

Add new option:

B.S. in Agriculture: Agronomy – Precision Agriculture Option

### *Horticulture, Forestry, and Recreational Resources*

Changes to the B.S. in Agriculture: Horticulture Science Option

Changes to the B.S. in Agriculture: Park Management and Conservation

## **College of Technology and Aviation** (approved by college on November 6, 2015)

### **COURSE CHANGES**

#### *Department of Aviation*

Add:

AVT 380. Airport Operations

AVT 480. Airport Global Issues; K-State 8: Global Issues and Perspective

AVT 482. Aviation Ethics and Leadership; K-State 8: Ethical Reasoning and Responsibility

UAS 115. Multi-rotor Flight Lab

UAS 275. Small Unmanned Aircraft Maintenance I

UAS 285. Small Unmanned Aircraft Maintenance II

UAS 312. Unmanned Aircraft Flight Instructor Ground School

UAS 314. Multi-rotor Instructor Flight Lab

UAS 353. Command and Control Links and Circuitry

UAS 357. Unmanned Aircraft Fixed-wing Flight Lab

UAS 367. Advanced Unmanned Aircraft Fixed-wing Flight Lab

UAS 387. Crew Resource Management for Unmanned Aircraft Systems

UAS 417. Fixed-wing Instructor Flight Lab

UAS 461. Autonomous Flight Simulation Lab

UAS 465. Autopilot Integration

UAS 467. Small Unmanned Aircraft Systems Payloads

Drop:

## AVT 200. Introduction to Airport Management

Changes:

AVT 461. Airport ~~Planning and Management I~~

AVT 462. Airport ~~Planning and Management II~~

AVT 560. Airport Master Planning and Design

AVT UAS 470 . UAS Flight and Data Acquisition Lab ~~Flight and Field Operations~~

### **CURRICULUM CHANGES**

*Department of Aviation*

Changes to the BS in Aeronautical Technology, Airport Management option (BATN-AP)

**RATIONALE:** The current program is one of only a handful of Airport Management degree tracks in the US. Industry advisors suggest a more rigorous program to meet workforce challenges in the 21st century. Strengthening of the degree will place KSU as possibly a first-in-the-nation for its course offerings, of all airport management degree programs.

Changes to the BS in Aeronautical Technology, Unmanned Aircraft Systems option (BATN-US)

**Rationale:** The enterprise and the pedagogy of unmanned flight are currently experiencing a period of rapid growth and proteanism. As an increasing number of universities and community colleges implement programs in Unmanned Aircraft Systems (UAS) and the technology continues to evolve, the challenge of remaining at the forefront of academic programs increases. The proposed curricular revision will create an innovative educational structure that emulates the FAA Part 141 model, a concept unique among competing university programs. Moreover, the proposed changes will provide greater depth in the curriculum and produce graduates better grounded in the technology and more prepared for employment. Implementation of this curricular revision will maintain the position of K-State as a leader in UAS education. The requested modification will improve the existing curriculum to the extent that what is a highly regarded program will become an academic offering without peer.

Changes to the Unmanned Aircraft Systems Minor (RUAS)

**RATIONALE:** The requested modification to the Unmanned Aircraft Systems Minor is exclusively driven by a substantial revision to the UAS curriculum intended to improve existing course structure and content while maintaining K-State UAS at the forefront of competing programs offered at other institutions. The curricular emendations and amendments include multiple changes to course titles, numbers and content. All requested modifications to the RUAS minor directly result from changes to the UAS courses constituent to the minor.

Drop the Bachelor of Aeronautical Technology, Avionics Option (BATN-AV)

**RATIONALE:** This degree option has had chronic low enrollment. The department feels that departmental resources are better utilized in other degree options.

### **GRADUATE** (approved by the Graduate Council on November 3, 2015)

#### **COURSE ADDITIONS**

*College of Education*

EDACE 834 Leading Adults in a Globalized and Diverse World.

EDACE 845 Social Media and Adults in the 21st Century

*Olathe- Applied and Interdisciplinary Studies*

AAI 795 Topics in Applied and Interdisciplinary Studies

AAI 801 Interdisciplinary Process

AAI 840 Regulatory Aspects of Drug and Vaccine Development in the Animal Health Industry

AAI 858 Capstone Experience I

AAI 859 Capstone Experience II  
AAI 870 Seminar in Applied and Interdisciplinary Studies  
AAI 880 Problems in Applied and Interdisciplinary Studies  
AAI 895 Advanced Topics in Applied and Interdisciplinary Studies  
AAI 899 Research in Applied and Interdisciplinary Studies  
*College of Arts and Sciences*  
ECON 605 Economic Applications of Game Theory and Strategic Behavior  
GEOG 861 Human Impact on the Environment  
MLANG 720 Introduction to Literary Theory and Research Methodology  
*College of Human Ecology*  
GERON 774 Environments and Aging  
*College of Architecture, Planning and Design*  
IAPD 605 Problems in Interior Architecture and Product Design  
IAPD 610 Advanced Digital Applications and Fabrications  
IAPD 680 Production Furniture for the Contract Market Research  
IAPD 681 Production Furniture for the Contract Market Design

### **COURSE CHANGES**

*College of Arts and Sciences*  
ANTH 680 Survey of Forensic Sciences  
ANTH 730 Field and Laboratory Techniques in Archaeology  
ANTH 678 Archaeological Laboratory Methods  
MC 640 Advertising Campaigns  
MC 645 Public Relations Campaigns

### **CURRICULUM CHANGES**

*College of Arts and Sciences* -Women's Studies Graduate Certificate  
*College of Architecture, Planning and Design* –  
Master of Interior Architecture & Product Design, Non-Baccalaureate Track  
Master of Interior Architecture & Product Design, Post-Baccalaureate Track

### **GRADUATION LIST ADDITION:**

Brennan Randel, August 2015 graduation list – B.S. – College of Human Ecology



## **DISCUSSION AGENDA ACADEMIC AFFAIRS**

See attachment 2 for supplemental information on the following proposals.

1. **Change - University Honors Program** (approved by the colleges of Arts and Sciences, Business Administration, Education, and Human Ecology)
2. **New - Interdisciplinary Secondary Major in Global Food Systems Leadership** (Approved by the colleges of Agriculture, Arts and Sciences, and Education)
3. **New - College of Education - Master of Arts in Teaching** (Approved by the graduate council on November 3, 2015)
4. **New - School of Applied Science and Technology - Olathe - Professional Science Master in Applied Science and Technology** (Approved by the graduate council on November 3, 2015)