

MINUTES
KSU Faculty Senate Meeting
Tuesday, June 13, 2017, 3:30 pm
K-State Polytechnic Campus, College Center Conference Room

Present: Auten, Barden, Bennett, Betz, Bolton, Bormann, Bridges, Chandler, Chavez, Chumachenko, Corwin, Crawford, DePaola, Devore, Dodd, Douthit, Eiselein, Erickson, Ferguson, Finkeldei, Gonzalez, Guikema, Hachiya, Hageman, Harding, Hartman, Hauck, Hsu, Hughey, Ireton, Kennelly, Lehman, Lindshield, Littrell, Markham, McCornack, Peuchen, Raine, Reznikoff, Schultz, Shappee, Simser, Spears, Stevenson, Sump, Thomas, Vardiman, Warner, Weaver, Wilson, and Zajac

Absent: Andrews, Barkley, Barnett, Bergtold, J. Fallin, Gabbard, Goodson, Hamilton, Hedrick, Hettiarachchi, McCrea, Meekins, Narayanan, and Zolkiewska

Proxies: Aakeroy, Ayres, Baalman, Bannister, Chengappa, Crow, Duncan, Easton, Falcone, Heinrich, Hoag, Hosni, Keen, Kingery-Page, Lavis, Lehning, Leitnaker, Martini, Mirafzal, K. Nelson, N. Nelson, Patell, Reed, Renberg, Roozeboom, Roush, Saucier, Spooner, Wood, and Yu-Oppenheim

Guests/Visitors: Susan Cooper, Ruth Dyer, April Mason

Parliamentarian: Jerry Frieman

1. President Brian Lindshield called the meeting to order at 3:33 pm
2. Guest: Provost April Mason. Topics for discussion:
 - Provost Mason complimented Faculty Senate on coming to the Polytechnic campus, and taking the opportunity to tour and learn about the campus.
 - Budget
The President and members of the cabinet met Monday morning to discuss the budget. Jay Stephens, Vice President for Human Capital Services, received an email from the state indicating that we will need to get an interpretation regarding what the budget means for the university as portions regarding salary increases are confusing. The local media did not do any favors as they indicated that everyone is getting a 5% salary increase, which is not accurate.

The governor has until next Monday to accept, reject, or line item veto portions of the budget. Until that time, we are in a holding pattern. Administration has communicated out to college and department administrators to go ahead and extend contracts. Contracts will reflect a 1% increase and the Total Rewards bringing everyone up to the 25 percentile minimum as well as self-funded increases. When they get clarification from the governor's office and budget office, they will redo contracts in August to reflect the appropriate salary enhancements based on the new budget once the Governor signs off on the new legislation. Because the governor has experienced a veto override, Provost Mason does not anticipate that he will veto the budget as a whole, but he could line item veto.

A question was raised regarding a rumored statement that a regent institution had rejected the salary increases because it does not affect many of their employees. President Lindshield indicated that there was not agreement among the regents' institutions when this plan was proposed but that it is important to think about the message sent if institutions ask to be exempted from the state supported salary increases. This could be viewed by the state that institutions do not need salary support from them.

A clarification was made regarding the timeframe for the 2.5% versus 5% salary increase. Those employed after July 1, 2012 are eligible for a 2.5% salary increase and those who were hired prior to that date and who did not receive an across-the-board raise, promotion, or professorial award are eligible for a 5% raise. Because we have had a few across-the-board raises, the 5% raise is not likely for long-term employees. Provost Mason indicated, though, that we are waiting for the interpretation before drawing any conclusions regarding what this means for individual employees.

A concern was raised regarding salary compression for longer-term employees. Provost Mason agreed that employees hired in recent years are, for the most part, better compensated than those who have been here for longer time periods because the salary increases have been very minimal. She indicated that these segmented increases will exacerbate compression and inversion issues and is troubled by this particular piece of legislation.

A question was raised regarding how the President and Provost are strategizing to address this. Provost Mason and President Myers have been meeting to discuss the issues. President Myers met on Monday evening with some of the regents to discuss this.

President Myers also met with the regents in order to discuss tuition increases. They recently learned that the regents want to approve 1% tuition increases and K-State is coming forward with a 3% tuition increase. Administration included in their tuition presentation specific information on how the revenues from the 3% tuition increase will be used and that there was student support for the increase. A large percentage of the tuition increase will go to the fringe benefit pool to account for the \$2.3 million increase. The state is giving approximately \$500,000 toward this. Other issues include increases in scholarship money, utilities, etc.

Jay Stephens indicated that an interpretation of the legislative bill may come in tomorrow. Provost Mason reported that we tied the longest legislative session – 114 days. They tried to put together scenarios for the new budget, but the 2.5% and 5% salary increases came in at the last hour and they could not create budget scenarios to incorporate this late information.

- Diversity Leadership
Provost Mason assured senators that they heard faculty and staff based on the feedback provided about the idea of the diversity leadership positions.

3. The May 9, 2017 minutes stood approved as submitted.

4. Approval of consent agenda (pages 7-8) – Teresa Hartman – **Attachment 1**
A motion was made to approve the consent agenda. Motion approved.

5. Report from Standing Committees and Student Senate

A. Academic Affairs – Jenny Bormann / Teresa Hartman

- Discussion agenda (page 9) – **Attachments 2 & 2A**

A motion was made to approve the new undergraduate major in Professional Strategic Selling.

A concern was raised regarding the program's inclusion of selective admissions criteria for the program and the justification for such criteria was viewed as not sound. Senator Lehman moved to amend attachment 2 to strike the 2.75 GPA requirement throughout the document.

Regarding the other criteria for the selective admission process, Senator Lehmann indicated that there are interviews in order for students to be admitted into the program, but that the only reason students have not been admitted to the program in the past has been based on GPA.

The amendment was seconded and approved.

A motion was made to approve the new undergraduate major in Professional Strategic Selling as amended. Motion approved.

A motion was made to approve the Athletic Training Master's degree. Motion approved.

In the last meeting, Academic Affairs also discussed some policy changes that were presented by CAPP. Numerous policy changes came to Academic Affairs and they sent them back to CAPP for clarification. These policies will come back to Academic Affairs in the fall.

B. Faculty Affairs – Charlie Barden / David Lehman

- Proposed University Handbook changes – Section F75, F76, F80, and F121 – **Attachment 3**

Barden reported these University Handbook changes were made to reflect updated requirements from the Board of Regents that will take effect this summer.

Questions were raised regarding F75 and whether the four standardized exams listed were the only ones included or if those are just examples. A clarification was made that because the wording is “which include” instead of “which comprise,” this language can be inclusive of other exams that may exist in the future without having to change the handbook wording.

A question was made regarding whether these rules will be made moving forward or if they are retroactive. Clarification was provided that this is intended to be a new designation for new students or current students who have not yet submitted their exam scores.

A question was raised regarding communication with high school students regarding the new rules. Associate Provost Ruth Dyer indicated that the admissions office and the registrar's office have been working on this issue for about a year to be in compliance with this law. The admissions office has been communicating with high school counselors around the state and the new information has been on the admissions website for about a year.

A motion was made to approve the university handbook changes to section F. Motion approved.

C. Professional Staff Affairs – Loleta Sump / Ashley Thomas

At the last meeting Professional Staff Affairs discussed the recent report that was given to the Provost and President based on the survey that was sent out to all professional staff. Committee members also discussed their plans for the next year and what they would like to accomplish. They also talked about the best way to have their constituents come to PSA with their concerns and make a more organized effort in communicating with professional staff constituents.

D. Student Senate – Jonathan Peuchen

The Tuition and Fees Strategies Committee recommended an increase to the College of Business Administration fee, but did not recommend increases to Arts & Sciences, Human Ecology, or Engineering. They also recommended a 3% tuition rate increase and an infrastructure fee. President Myers concurred with all recommendations except for the Engineering fee. These fees will be presented for a second reading to the Board of Regents tomorrow and tuition for a first reading.

E. Technology – Michael Raine / Lisa Shappee

KSIS update – 40 advisors and faculty completed the testing phase. An issue was identified and if this is not able to be resolved in July, the next opportunity for a KSIS update will be in November.

Senator Shappee provided an update on the ransomware “WannaCry,” and indicated that this affects systems, encrypts all files, and requires a ransom for file recovery. Over 500 K-State machines did not have the patch needed to protect against this ransomware. Within a week, the patch was administered and only approximately 80 computers were identified as not having the needed patch. These computers are now blocked from K-State systems. Senator Shappee encouraged faculty who are having issues to call the IT Help Desk to get the needed patch.

F. University Planning – Laurel Littrell

At the last FSCOUP meeting on May 11th, they talked about the Health and Wellness Master Plan as it relates to the Natatorium and the City/University Funds. This new plan is not funded at all, so they are weighing the idea of whether or not to put forward a proposal for City/University funds for the Natatorium to make facility improvements in the short-term.

FSCOUP has also provided input on the Furlough policy guidelines. At their last meeting they finalized these. Their recommendations were taken into consideration and many were incorporated into the document. It was clarified the policy is already in place; these are simply guidelines for implementation should a furlough situation arise. The policy will not need to be used this year because the budget was put in place by the legislature in time for the first pay period of the new fiscal year.

FSCOUP also needed to elect a new chair due to Senator Wood being elected President Elect. Laurel Littrell was elected as FSCOUP chair.

6. New Business

A. Honorary Degree candidate for December 2017 commencement

A motion was made and seconded to approve the Honorary Degree candidate for December 2017 commencement. Motion approved.

B. Resolution regarding Diversity Leadership – **Attachment 4**

A motion was made and seconded to approve the resolution regarding Diversity Leadership.

Senator Tanya Gonzalez indicated that this resolution is in response to the new diversity positions identified by President Myers, which would include an Associate Vice President for Human Capital Services that would be in charge of faculty and staff recruitment and retention and an Associate Vice President for Student Life in charge of diversity related to Student Life. Faculty and staff who were concerned regarding these two positions came together to emphasize the importance of shared governance and communicate with faculty and staff about this issue and the role of diversity in the academic arm of the university. Faculty and staff wish to have a central position for diversity leadership. This resolution was put together to reflect this.

Senator Gonzalez referred senators to the amended resolution. It was moved and seconded to amend the resolution.

A question was raised regarding how a single Vice President for Diversity ties diversity back to academics when the Provost is in charge of academics. Senator Gonzalez reported that because the resolution states that the Vice President for Diversity should be an academic, that this leader would

understand the holistic academic mission of the university. Additionally, the resolution language would essentially elevate the current Provost diversity position to a cabinet position.

A senator spoke in support of the sentence of the resolution stating that the Vice President for Diversity be a tenurable academic. Instead of creating a new position, this is an overlay with a symbolic emphasis of the academic mission and a good use of funds in times of decreasing budget.

The amendment was voted on and approved.

A senator indicated that her constituents are in favor of a single diversity position with a national search.

The amended resolution was voted on and approved.

C. Resolution regarding Maintaining Library Support – **Attachment 5**

A motion was made and seconded for this resolution to be approved.

Concerns were raised regarding the wording of the resolution. Information regarding the need for strategic cuts instead of across the board cuts was good and included in the cover letter, but not included in the resolution itself. It was also raised that the library put out information regarding their cuts this week in K-State Today so this resolution is too late.

Concerns were also raised regarding the appearance that the library was held higher than any other entity in the university. The conversation of the Executive Committee was not to sacrifice everything else in order to save the databases. Senator Schultz moved to have this resolution referred to FSCOUP to be reworded to prioritize the concepts within the resolution and return at their earliest convenience, preferably the next faculty senate meeting. This was seconded. Motion to move the resolution, cover letter, and discussion to FSCOUP was approved.

7. Announcements

A. Faculty Senate Facebook and Twitter Accounts

President Lindshield has started Facebook and Twitter accounts to increase awareness of what Faculty Senate does through pictures and some text. President Lindshield will answer questions that come through the accounts. The Twitter account is @KStateFacSen and the Facebook account is Kansas State University Faculty Senate.

B. Kansas Board of Regents & Legislative Update

The Board of Regents is recommending that undergraduate degree programs only consist of 120 credit hours, unless justification is provided for them being more, and they plan to discuss this at their August retreat. President Lindshield has reached out to Associate Provost Ruth Dyer to have a better idea of how many undergraduate programs at K-State are over 120 hours. It is not clear what the timeframe will be to make these changes, but two years was mentioned at the meeting. A question was raised regarding the Board of Regents justification for only having 120 hours, and President Lindshield indicated that KBOR believes that additional hours in a program is viewed as a barrier to students.

C. Faculty Senate Committee appointments and Presidential Committee recommendations

The Faculty Senate Leadership Committee made recommendations for Faculty Senate Committees and Presidential Committees, and this was approved at the Executive Committee meeting.

8. Open discussion period for senators as needed

A question was raised regarding whether there has been an effort made by the university to educate faculty about what to expect with the new conceal carry expectations that go into effect July 1st. President Lindshield has been in communication with Associate Provost Ruth Dyer and the Weapons Advisory Committee regarding optional syllabus statements. Educational information was rolled out last Tuesday and is available for faculty and staff. Associate Provost Ruth Dyer indicated that communication about the syllabus statements would be forthcoming. Training is available on the [Weapons Policy page](#). President Lindshield also plans to communicate with other presidents of other regents institutions regarding what they will do.

A question was raised regarding the optional syllabus statements. Associate Provost Ruth Dyer indicated that she will check with Vice President for Administration and Finance, Cindy Bontrager, tomorrow and if there are no other recommended changes, the syllabi statements will be available very soon. This information will be available on the [Provost's website](#) with the other syllabus statements.

A question was raised regarding university activities that occur off-campus and if the weapons policy addresses these. President Lindshield indicated that the [policy](#) was completed and has been approved by the Board of Regents and that this policy will go into effect on July 1st.

Faculty Senate applauded K-State Polytechnic for their hospitality.

9. The meeting adjourned at 4:58 pm.

Respectfully Submitted by:
Mindy Markham,
Faculty Senate Secretary

Next meeting: Tuesday, September 12, 2017; 3:30 pm, Union Big 12 room

**CONSENT AGENDA
ACADEMIC AFFAIRS**

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

UNDERGRADUATE

College of Business Administration (approved by college on March 15, 2017)

CURRICULUM CHANGES

Department of Finance

Changes to the Bachelor of Science; Financial Management (FINAN-FM)

Changes to the Integrated Investment Management Certificate

Department of Management

Changes to the Data Analytics Certificate

College of Engineering (approved by college on April 6 and April 27, 2017)

COURSE CHANGES

General Engineering

DEN 015 – ~~New Student Orientation~~ Engineering Student Success Seminar

Department of Architectural Engineering

ARE 460 ARE Professional Practices; K-State 8: Ethical Reasoning and Responsibility

Department of Mechanical Engineering

ME 574 Interdisciplinary Industrial Design Projects I; K-State 8: Ethical Reasoning and Responsibility

ME 575 Interdisciplinary Industrial Design Projects II; ~~K-State 8: Ethical Reasoning and Responsibility~~

College of Education (approved by college on April 25, 2017)

COURSE ADDITIONS

Department of Curriculum and Instruction

EDSEC 548 Technology Education Methods for Secondary and Middle Schools

EDSEC 549 Technology Education Practicum for Secondary and Middles Schools

CURRICULUM CHANGES

Department of Curriculum and Instruction

Change:

Changes to the BS in Education (Secondary Education)

Add:

New Teaching Field in the BS in Education: Technology Education

GRADUATE (approved by Graduate Council on May 2, 2017)

COURSE ADDITIONS

Agriculture	AGEC 751	Risk Management Fellows Seminar
Agriculture	ENTOM 810	Insect Pest Management
Education	EDSP 615	Manual Communications II
Education	EDCEP 839	Assessment of Academic Advising
Arts and Sciences	MATH 723	Complex Functions
Arts and Science	SOCIO 838	Sociology of Culture
Arts and Science	STAT 750	Studies in Probability and Statistics
Engineering	BAE 675	Molecular Biosensor Technology and Applications
Engineering	BAE 875	Advanced Molecular Biosensor Technology and Applications
Engineering	IMSE 808	Systems Engineering Fundamentals
Engineering	NE 640	Nuclear Reactor Thermalhydraulics
Business Admin.	FINAN 623	Financial Modeling

COURSE CHANGES

Agriculture	AGRON 655	Site Specific Agriculture
Agriculture	AGRON 746	Physical Properties of Soils
Agriculture	ENTOM 930	Topics in Environmental and Physiological Entomology
Agriculture	ENTOM 932	Topics in General and Systematic Entomology
Agriculture	PLPTH 780	Gene Expression Analysis Workshop
Agriculture	WOEM 620	Human-Wildlife Conflicts

COURSE DELETIONS

Agriculture	ENTOM 866	Insect Morphology
Agriculture	PLPTH 785	Real-time PCR Workshop

CURRICULUM CHANGES

Interdisciplinary	Master of Public Health
Arts and Science	Geographic Information Science Graduate Certificate
Arts and Science	Applied Mathematics Graduate Certificate

CURRICULUM ADDITIONS

Arts and Sciences	Teaching English as a Foreign Language Graduate Certificate (Modern Languages)
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GRADUATION LIST ADDITION:

Addition:

Jalisa Jackson, Bachelor of Arts, College of Arts and Sciences, December 2016

**DISCUSSION AGENDA
ACADEMIC AFFAIRS**

Approve the following curriculum additions and curriculum change (see attachments 2 and 2A for supplemental information):

1. **College of Business Administration** (approved by the College on March 15, 2017)

CURRICULUM ADDITION:

Department of Marketing

Add: Major in Professional Selling Strategy

2. **College of Human Ecology** (approved by the Graduate Council on May 2, 2017)

CURRICULUM ADDITION:

Department of Food, Nutrition, Dietetics, and Health

Add: Master of Science in Athletic Training