

MINUTES
KSU Faculty Senate Meeting
Tuesday, October 10, 2017, 3:30 pm
K-State Student Union, Wildcat Chamber (previously Little Theatre)

Present: Almes, Auten, Ayres, Baalman, Bannister, Barden, Barkley, Barnett, Bergtold, Betz, Bolton, Bormann, Chumachenko, Crow, Devore, Dodd, Douthit, Easton, Eiselein, Erickson, Finkeldei, Gonzalez, Guikema, Hachiya, Hageman, Hamilton, Harding, Hartman, Hauck, Hedrick, Heinrich, Hsu, Hughey, Ireton, Kanost, Keen, Kennelly, Kingery-Page, Lehman, Lehning, Leitnaker, Lindshield, Littrell, Markham, McCrea, Mirafzal, K. Nelson, N. Nelson, Patell, Peuchen, Raine, Reed, Reznikoff, Roozeboom, Saucier, Shappee, Simser, Spears, Sump, Thomas, Vardiman, Wilson, Wood, Yu-Oppenheim, Zajac and Zolkiewska

Absent: Andrews, Bennett, Bridges, Chandler, Chavez, DePaola, Duncan, Falcone, Gabbard, McCornack, and Spooner

Proxies: Aakeroy, Ayres (after 4 pm) Baalman (after 4 pm), Chengappa, Crawford, J. Fallin, Ferguson, Goodson, Hettiarachchi, Hoag, Hosni, Lavis, Martini, Meekins, Peuchen (before 4 pm), Renberg, Roush, Schultz, Stevenson, Warner, and Weaber

Guests/Visitors: Stephen Kucera, Evelyn Lucio, Trent McGee, Leslie Ramirez, and Jay Stephens

Parliamentarian: Mickey Ransom

1. President Elect Spencer Wood called the meeting to order at 3:31 pm.
2. The September 12, 2017 minutes were approved as submitted.
3. Guest: Vice President Jay Stephens. Topic for Discussion: Vision for Human Capital Services and plans for Communication with campus community
Vice President Stephens shared his educational and professional background and indicated that his vision for Human Capital Services (HCS) includes collaboration. He views HCS as a service institution and wants the HCS staff to work with various groups and departments across campus to understand their needs. Stephens is currently working on simplifying some procedures and the HCS website and newsletter and getting to know his HCS leadership team.
A question was raised regarding the need for our departments to be competitive in hiring staff. There is sentiment that the hiring process is cumbersome and that procedures can slow down in a highly competitive environment. Vice President Stephens indicated that processes for hiring should serve the departments that are doing the hiring. He is interested in simplifying procedures for positions that are hired frequently. He is also communicating with individual departments to learn what compensation and recruitment looks like so he can help us be competitive.
A question was raised regarding the classification of positions and the turnaround time on getting feedback from HCS. Expectation is that they do a reasonable turnaround depending on the complexity of the situation.
A question was raised regarding campus climate, recruitment, and retention of faculty and staff. Is there a way we can track data in terms of exit interviews that can include questions of campus climate, salary, etc.? There is currently an exit survey, but it does not include questions regarding campus climate. Vice President Stephens is willing to add questions regarding campus climate to this survey. He is unaware of the response rate given that the survey is not required of individuals.

Is there a follow-up with individuals who were given a job offer, but that refused? Typically, Talent Acquisition has a discussion with the individual to learn why they did not take the job. He will work with Talent Acquisition to create a short survey to ask of those individuals.

4. Guest: Trent McGee – K-State 360 presentation

Trent McGee, Program Coordinator for K-State 360, provided background information regarding the creation of K-State 360. K-State 360 provides a structure for co-curricular activities and helps track those experiences through an online platform. This includes campus events, student organization involvement and leadership, internships, and service learning.

Undergraduate students have access to the online platform and students can work within six competencies: teamwork, diversity, leadership, problem solving, communication, and career development. Through this online platform, students can see different events, record their attendance, and receive badges for their participation. This program, which is funded through SGA, is to help students to translate their extracurricular information into information that they can communicate to employers and others. They plan to assess the effectiveness of this program overall.

K-State 360 would like faculty and staff to submit events they are providing on campus to K-State 360 so students can learn about these events. There is a link on the K-State 360 to a Qualtrics form for faculty and staff to submit information for events that are taking place so it can be included in the K-State 360 system.

5. Approval of consent agenda (page 5) – Jenny Bormann or Teresa Hartman – **Attachment 1** (4:00-4:02)

Senator Bormann inquired if any items should be moved to the discussion agenda. Seeing none, she moved approval of the consent agenda items. Motion approved.

6. Report from Standing Committees and Student Senate

A. Academic Affairs – Jenny Bormann/Teresa Hartman

- Updates to Interdisciplinary Program Proposal Process (informational) – **Attachment 2**

This is an informational item. The majority of the changes to the Interdisciplinary Program Proposal process were to provide clarification, which should assist in streamlining things. There should now be one specific contact person throughout the approval process, an initial concept paper should be completed, and in most circumstances, the voting units will be kept to two.

B. Faculty Affairs – Charlie Barden/David Lehman

- Proposed changes to University Handbook, Section E, Sabbatical Leave (first reading) - **Attachment 3**

Faculty Affairs reviewed proposed changes to the sabbatical language in Section E of the University Handbook. An amendment was made to Attachment 3 to include the following statement, “Grant funds already allocated for travel or sponsored research overhead (SRO) funds may also be used for travel reimbursement.” This will be detailed in the Handbook language when it comes forward for a vote at the November Senate meeting.

A question was raised regarding the provision that no more than 4% of the faculty in an institution may be on sabbatical at a given time. Faculty Affairs will investigate what entity is considered the “institution.”

Faculty Affairs will also look into the student organization process and look at Handbook Section F regarding incomplete grades.

C. Professional Staff Affairs – Loleta Sump/Ashely Thomas

At the last meeting a Professional Staff Affairs representative was identified for the Faculty Salary and Fringe Benefits (FSFB) committee. PSA is working on the following initiatives: increasing awareness of the Professional Staff Affairs Committee to their constituents and a potential awards ceremony for professional staff. PSA also started meeting with the professional staff council from across the state on a monthly basis and discussed insurance, cost of benefits, and concealed carry.

D. Student Senate – Jack Ayres / Jonathan Peuchen

Jack and Jonathan are working to put together the tuition and fee strategies committee for this year. They have redone the allocation process for all student organizations at K-State. All student organizations should now be classified as an Independent Student Organization (ISO) or a Department Student Organization (DSO). They now have two committees to review allocations to student organizations: the travel allocations committee and the campus allocations committee. SGA currently has 32 interns. This program helps get freshmen involved in student government. Student Senate is currently working with Faculty Senate and USS Senate to identify projects and put together the proposal for City/University Funds. They are also working on resolutions for the anti-Semitic event and the homophobic slur on campus.

E. Technology – Michael Raine/Lisa Shappee

October is cybersecurity awareness month. K-State had over 3,500 compromised eIDs between January and September of this year. There is a cybersecurity poster and video competition for students with prizes.

On October 2nd listserv emails started going through the spam filter similar to our individual emails, which may cause some listserv emails to go to the junk folder. Employees who have a listserv that consistently goes to the junk folder can complete the Form to Request a Formal Settings Change to have the settings on this listserv changed.

F. University Planning – Laurel Littrell

FSCOUP is discussing City/University Funds as well and there is a joint leadership meeting with Student Senate and USS Senate to work on this year's proposal. Main projects currently discussed include crosswalks on north Manhattan Avenue, storm water drainage, and bus shelters.

The Academic Infrastructure Fee Working Group will meet on October 17. This group will discuss use of half of the student fee to be allocated for other infrastructure improvements on campus. Brian Lindshield and Laurel Littrell will serve on this committee.

FSCOUP is keeping up with the university's changing budget model and refresh of the K-State 2025 strategic plan.

7. Announcements

A. KBOR meeting report

President Lindshield directed senators to his KBOR meeting report that was included with the agenda. Additionally, he informed senators that the regents authorized \$2.5 million to draw up plans for a dentistry school at the University of Kansas Medical School. The regents want to have a final plan in order to advocate for legislative support for a dentistry school in the state of Kansas.

B. Syllabus statement work group related to concealed carry

There were faculty concerns regarding the concealed carry weapons syllabus statement. Provost Mason was supportive of a committee to review this language and make recommendations. President Lindshield appointed Spencer Wood as chair and the committee will begin meeting next week.

8. Open discussion period for senators as needed

A. DACA

Senator Hsu yielded his time to guest speakers to discuss Deferred Action on Childhood Arrivals (DACA). K-State SGA Student Support Director, Stephen Kucera, introduced himself and discussed the letter he wrote regarding DACA that served as his debate on the student senate floor in support of the resolution that was passed by student senate. President Elect Wood indicated that Faculty Senate

Leadership Council plans to move forward with a resolution supporting the student governing association leadership around supporting diversity and DACA students.

Two additional students from the K-State chapter of the League of United Latin American Citizens also spoke. The students spoke of the confusion and fear that DACA students are currently living with. They are concerned about whether or not they will be able to finish their degrees and if they will be able to financially afford their degrees. They also discussed how faculty could support DACA students, including through writing and signing letters in support of DACA at events that will be held at the K-State Student Union. They are also in the process of planning a statewide event to be held in Topeka, likely in early November. These students were recently interviewed by the Manhattan Magazine and the Collegian and they encouraged faculty and staff to read these stories to learn more about their stories and background.

A recommendation was made to those who draft the DACA resolution to come from Faculty Senate to focus on the interests of the university, including the importance of DACA students in recruitment, the economy, and as an educational tool for the non-Dreamer students. Focusing on the university interests will encourage greater buy-in from faculty senators and the university community as a whole.

B. Faculty Senate Involvement in Budget

A question was raised regarding the role of Faculty Senate as we move toward a new budget paradigm. Previously we had Faculty Senate representatives serving on the Budget Advisory Committee, but that committee has not been meeting because of the Kansas Open Meeting Act and inquiries from the Collegian to attend the meeting. Faculty Senate Leadership Council will talk with the President and Provost at a meeting this Thursday regarding how faculty can be involved in the budget process moving forward.

9. The meeting adjourned at 4:45 pm.

Respectfully submitted by:
Mindy Markham
Faculty Senate Secretary

Next meeting: Tuesday, November 14, 2017; 3:30 pm, Union Wildcat Chamber

CONSENT AGENDA ACADEMIC AFFAIRS

Approve the following course proposals, graduation list and addition:

- A. CURRICULOG - Non-expedited 600-999 course level proposals:
Vet Med - DMP 814- Veterinary Bacteriology & Mycology Lecture
Vet Med - DVM 711 – Veterinary Clinical Skills and Professional Skills II
Human Ecology - FNDH 837- Descriptive Sensory Analysis: Rapid Methods

Full proposals for these courses can be viewed in Curriculog.

To view the proposals in Curriculog,

First - Login to Curriculog using your K-State eID and password

<https://kstate.curriculog.com>

Second - Go to the link below:

<https://kstate.curriculog.com/agenda:118/form>

From the list of course proposals, click View/Edit Proposal Icon

In User Tracking, change "Show current" to "Show current with markup"

View the proposal

Use the browser back button to return to the agenda and select next proposal

For more information on viewing proposals see:

<http://www.k-state.edu/curriculog/training/view/index.html>

- B. Interdisciplinary course proposals approved by the Graduate Council on September 5, 2017 (see Attachment 1 for supplemental information):
FDSCI 805 Food Safety/ Public Health Journal Club
FDSCI 910 Foodborne Pathogenic Microbiology

GRADUATION LIST AND ADDITION:

May 2017 Graduation List as submitted by Registrar's office (undergraduate, graduate, and veterinary medicine)

May 2017 Addition: William Tyler Davis, Master of Accountancy, Graduate School

**September 2017 KBOR report
From Faculty Senate President Lindshield**

The Board discussed the 120 hour bachelor's degree initiative. They have a process in place, but it is not completely finalized as they were seeking input from other groups. Programs that require more than 120 credit hours will need to submit justification in order to continue to require more than 120 hours by mid-March. Key criteria that will be used to determine whether or not the program can remain at more than 120 hours includes accreditation and if another regent's institution offers the same degree for fewer hours. The regents has a website that lists all of the programs and the number of credit hours for each program. President Lindshield categorized the degree programs that are over 120 hours, and sent this information to Ruth Dyer who will talk with each of the programs.

KBOR discussed appropriate math requirements for degrees. They are interested in investigating whether or not a more applied math course could be used for degrees that are not quantitatively inclined.

Open-alternative textbook initiative was discussed and whether or not this initiative could be applied more broadly.

The Council on Faculty Senate Presidents has developed a liaison proposal to provide the Council on Faculty Senate Presidents liaison status to be able to have a formal attachment to three Board committees. Students gained similar liaison status last year.

President Lindshield has drafted some additional credit for prior learning proposal language. This work began during the summer and he is working to finalize it.

University Support Staff Senate President Carrie Fink reported on behalf of USS that they are interested in seeking changes in the current healthcare policy. Regents' Institutions make up the majority of the Kansas Healthcare plan and they would like more input on the current program.