

MINUTES
KSU Faculty Senate Meeting
Tuesday, September 10, 2019, 3:30 pm
K-State Student Union, BIG 12 room

Present: Alvarez Santos, Andrews, Auten, Bach, Bannister, Barnett, Barrett, Beebe, Behnke, Bennett, Bitsie-Baldwin, Blankley, Bormann, Bradford, Briggs, Caffey, Charland, Clark, Crow, DePaola, Dodd, Dogan, Douthit, Durtschi, Easton, Falcone, Finkeldei, Glasper, González, Hay McCammant, Heatherman, Hettiarachchi, Hosni, Hubbell, Hudgins, Hughey, Ireton, Jackson, L. Kanost, M. Kanost, Kempton, Korten, Krysko, Kulesza, Larson, Linville, Littrell, Luly, Markham, Maseberg-Tomlinson, McGlynn, Meekins, Mirafzal, Nelson, Nguyen, Oetken, Passarelli, Patell, Pathak, Penny, Pitts, Raine, Reed, Renberg, Saucier, Sevin, Shappee, Sherbert, Skelton, Stevenson, Stoney, Von Bergen, Warren, Weaver, Wilken, C. Wilson, J. Wilson, Yu-Oppenheim, Zajac, and Zhang

Absent: Bridges, Ciampitti, Eiselein, Higginbotham, Vardiman, and Wood

Proxies: Almes, Chandler, Chengappa, Daniels, Dunn, Ferguson, Hauck, Karamali, Kiss, McCornack, McDiffett, Pettay, Reznikoff, Rosenkranz, Schermerhorn, Spooner, and Tanona

Guests/Visitors: Sonya Britt-Lutter, Max Hasmah, Mustaque Hossain, Scott Jones, Camilla Roberts, Charles Taber, Charlotte Self, Shanna Walker

Parliamentarian: Mickey Ransom

1. President Tanya González called the meeting to order at 3:31 pm. Gave Land acknowledgement.
2. The June 11, 2019 minutes were approved as all in favor.
3. Guest: Provost Charles Taber. Topic for discussion: Academic Calendar 2022-2025

President González began by recapping the conversation that started in May and continued through June regarding the proposed Academic Calendar. She identified the procedures for today's discussion. Eight minutes will be allotted to those in favor to speak first, then questions related to those presentations. Next, eight minutes will be allotted to those in opposition, and then questions for those presentations. Finally, the Provost will speak and answer questions as needed and will depart after which, conversation on the calendar will continue with the goal of voting on that item today.

Those in favor of an additional fall break: The calendar proposed has a two-day break in fall, this is a benefit for out-of-state students who would not normally return home until Thanksgiving. A student survey by SGA identified October as month of most need. KSU has double the time before a break than other KS schools. It was reported that a resolution from SGA in support of the break was approved. Anxiety among students is a major problem and Counseling Services, who help students with Anxiety and Stress disorders, have noted the numbers of those they have worked with for this area have gone up almost 10% from the prior year. Students of concern have increased from 349 to 670 last year, and the increase in October is significant. It is believed a small reprieve to step back and leverage energy to complete the semester is needed. Many on campus have identified this holiday as an emerging student issue. The Academic Achievement Center (AAC) has 10,000 students in individual tutoring and 2,000 in mentoring. They deal with time management and stress management most often. The Health Center noted they also see students who need to return home for medical treatment, but who put that off during the semester and push through.

Questions: Various questions were asked including whether there is a citation for use of break to achieve better management of stress? Yes, engineering student study cited.

Those in opposition to an additional fall break: It was agreed that stress levels are high. However, the delivery of academic content needs to be reviewed. Multi-section courses meet at various times during the week, for each section. Anytime a full week is reduced to a partial week, this provides unequal learning opportunity for the same class and can require a full week of courses to be removed, which can compound the stress on students. Senators were reminded that K-State extended the Thanksgiving break to a full week several years ago to provide a longer student holiday. If we take more time off, we will cram things in or not cover the material. Therefore, students who are now paying more will get less from their classes. It was also noted that we went to a full week break for Thanksgiving because of massive absenteeism when there was a partial week break. There was a question raised of whether accreditation could be lost in certain programs. If we cut the days, we cut the content, does that not add stress to the students? It was asked why, in the past, the October break was moved to a full week at Thanksgiving? Why are we not moving days out of Thanksgiving and back to October?

Questions: The minimum requirement of teaching days from KBOR was asked about. Currently, it is 146 days and we are at 148 days and will meet accreditation.

Provost Taber was given time to speak at the end of this discussion. He addressed a false impression that only those in favor of the break are in favor of students' mental well-being, and those opposed to the break are against student well-being and mental health. This is not the case. The Provost emphasized his deep concern about the physical and mental well-being of our students. He needs evidence that this break would benefit, and not hurt, students before making the move. The study shown from Canada showed overall measures were higher when there was no break than when there was a break. That study conjectured that compressing the curriculum increases the stress for students. The question is, will adding the break address the issues we are trying to address? Shared governance is important to him and he values the feedback provided. He looks forward to Faculty Senate's recommendation on the calendar.

4. Unfinished Business

- A. President González, based on guidance from our parliamentarian, reported that the motion from Easton at the June meeting was out of order, procedurally. Therefore, action on the proposed calendar with the addition of the fall break is on the table.
- B. Proposed Academic Calendar F2022-S2025 – **Attachment 1**
Aside from the addition of a fall break, it was noted in the proposed Fall 2024 semester students return from Thanksgiving with one week of classes before final exams, effectively having students come back to dead week. It was requested to come back to that at some point in today's discussion. Lengthy conversation continued about the addition of the fall break. Fleeting stress versus overall stress was discussed. Fleeting stress is when students leave school or self-harm and we need to focus on alleviating it as much as possible. Further discussion continued regarding the Fall 2024 Thanksgiving break and the start of that semester.

Senator Zajac moved, and it was seconded by Senator Bach, to remove the fall break from the proposed calendar. Discussion ensued. Senator Easton called the question and it was seconded by Senator Von Bergen. Motion to call the question passed. The amendment to remove the fall break carried with 63 in favor, 32 against, and no abstentions.

A motion was made and seconded to adjust the start date of the Fall 2024 semester from Aug 19 to Aug 26. It was noted this would mimic this year's academic calendar. A motion was made by Senator Markham, and was seconded, to call the question. Motion carried to call the question. The

amendment to alter the Fall 2024 start date, and therefore the end of the semester passed unanimously.

Final notes: It was encouraged that in future, the calendar committee consider the extra break for students by splitting the dates between the two semesters, one day around October and the other at Open House in the spring. It was also relayed that the student senate at the polytechnic campus was opposed to the change to the Fall 2024 amendment. This was noted.

The motion to approve the proposed F2022-S2025 academic calendar, as amended, passed. President González will submit the calendar, as approved by Faculty Senate today, to Provost Tabor. President González thanked all for their work on the calendar and extended appreciation to Mickey Ransom for being our parliamentarian.

5. Dispute Resolution and Honor and Integrity System Reports

A. Ombudsperson report (Sonya Britt-Lutter) – **Attachment 2**

The ombudspersons this past year had 46 different clients and spent a total of 175 hours with these ones. The top issues are policy related - interpretation and location of policy; interpersonal conflict; promotion and tenure (P&T); unequal treatment. They continue to recommend increased focus on the Principles of Community and keeping them up-to-date as well as continued training on evaluation. Their newest recommendation is enhanced training for department heads on university compliance. One-time training for department heads is now required, but there should be continued training with respect to policy that gets updated. Training should be provided more frequently and to broader groups. Review of the P&T documents on the Provost website needs to be done. There should be an audit of these documents to make sure they are not contradicting University policy.

Discussion: What is the increase in numbers from two years ago due to? There have been complex issues and there were many interim Department Heads, so that was part of the administrative delays. It was questioned and noted what is online is what is official related to departmental documents. This caused concern. If there is delay in posting online what a department/college has approved, is this an IT issue. It was reported that content owners make the updates, not the IT. Others noted that contradictory text can be found between websites across the institution. A central repository has been talked about previously but cost is involved as well, though it was agreed that is what we need to move towards. There is a vacant position in risk management, which was supposed to oversee this process. Comments were made that the increased load for Ombudspersons causes concern for the Campus Climate.

B. General Grievances report (Mustaque Hossain) – **Attachment 3**

This is Hossain's fifth year as general grievance chair. There is currently one grievance in process. The University Handbook is extremely important. Wording in handbook and acronyms need reviewed consistently. Also, documentation is extremely important. At one time, there was a position assigned to the review and updating of departmental documents, but after that position became vacant, it was not filled and this has left a gap.

C. Employee Relations and Engagement report (Charlotte Self) – **Attachment 4**

Self reported that their office deals with issues related to dispute/conflict in the workplace. They address policy and handbook elements. The report speaks to the calendar year vs fiscal year. There were 144 new cases this year and she overviewed the issues dealt with and the number of faculty, unclassified professionals, and USS employees. To speak to the Ombudsperson recommendations, it was reported they have begun a standardized onboarding process. HCS launched this holistic onboarding process shortly after recommendation made last year. Also included supervisory training.

D. Office of Institutional Equity report (Scott Jones) – **Attachment 5**
Jones identified they work with PPM Chapter 3010, related to discrimination and harassment. They had 32 outreach trainings for 1400 people. He reviewed highlights of the report, identifying there were 251 unique cases, which is down 6.8 % from last year. Finding of violations is up slightly from prior years. 56% are title IX related, up from prior years. Faculty complainants are down, staff numbers are up a bit. Harassment based on sex/gender is up this year. Other non-discriminatory treatment is down. Bullying is not a prohibited treatment under the protected classes. Please send any questions to sjones1@ksu.edu.

E. Honor & Integrity System report (Camilla Roberts) – **Attachment 6**
Roberts went over the highlights of the report, noting there were 162 reported violations with 195 students involved. 88% of students did not contest the violation. At the time of the report there were 36 students with an open case. Distribution of students who were reported is noted, with 29% being seniors. That is the highest percentage this year, therefore, please talk about the honor pledge to all classes, not just our freshmen. Roberts is willing to come speak, just let her know if you'd like her to arrange a visit. The major violation continues to be plagiarism and unauthorized collaboration. One expulsion and one suspension for those students with additional violations. The office is now housed in suite 201, Holton Hall. They will be seeking permission from Faculty Senate and Student Senate to put out an academic integrity climate survey. There is a free survey from ICAI.

6. New Business

A. Proposed revisions to the Principles of Community for endorsement – **Attachment 7**
Those who did work on the updates to the Principles were acknowledged. A motion was made and seconded to endorse the Principles of Community.
Discussion: It was noted that the proposed link in the Principles of Community document for the academic freedom statement went to the syllabi statement and rather the University Handbook section on Academic Freedom and Tenure, Appendix C, was suggested by the President's office. President González was thanked for her patience and fortitude in moving this through the process. The motion carried to endorse.

7. Report from Standing Committees and Student Senate

A. Academic Affairs – Todd Easton/Don Von Bergen
Senator Von Bergen reported that a proposed change to Section F103 in the Handbook, related to the dismissal policy for transfer students and limiting the number of transfer credit hours counted when voting on dismissal should be coming to senate next month. Also, a proposed change to Section F115 and F115.1, related to the credit hour definition, out of Provost Office in preparation for HLC visit, includes language "all other modalities online." This will be coming next month as well. Senator Von Bergen commented that a system request form for courses only, not curriculum, for very minor changes to a course, such as correcting a spelling error, changing the term the course is offered, etc. is now available in Curriculog.

B. Faculty Affairs – Don Saucier/Annelise Nguyen
• Proposed revisions to University Handbook, Section D90.8 – **Attachment 8**
Senator Nguyen provided background on the proposed change for University Handbook, Section D90.8, related to approved paid parental leave. A motion was made to approve this revision. Motion carried.

C. Professional Staff Affairs – Maria Beebe/Kelly Briggs
No report this month

D. Student Senate – Hannah Heatherman

Their Leadership team from the executive and legislative branches will be going to OSU to attend SGA Big 12 conference this weekend. A message was conveyed to DSO advisors to please be properly registered online. This allows SGA to adequately allocate student fees to student organizations. Their Intern program begins tomorrow night, 250 nominated or self-nominated to get involved.

E. Technology – Brian McCornack/Michael Raine

No report provided.

F. University Planning – Brad Behnke/Laurel Littrell

FSCOUP will continue to be involved with budget modernization progress and updates as well as being involved with K-State 2025 conversations this fall.

8. Announcements

A. KBOR meeting report (<https://www.k-state.edu/today/announcement/?id=54003>)

President González directed senators to the K-State Today announcement this summer, there will be three programs selected for review to KBOR. The three will be part of the programs that are already being looked at per regular KSU processes.

B. Professor of the Week selections

All selections have been received from caucuses.

C. State of the University Address - Friday, September 27, 3:30-4:30 pm, Alumni Center – Manhattan

9. Open discussion period for senators as needed

Senator Pitts announced that that Hale Library first floor is open. Go see it! Ensure that this body knows of important print curation process under way to review what is going back into the library. Survey will be sent out, via K-State Today.

10. The meeting adjourned at 5:09pm.

Respectfully submitted by:

LaVerne Bitsie-Baldwin

Faculty Senate Secretary

Next meeting: Tuesday, October 8, 2019; 3:30 pm, Union Big 12 room