

MINUTES
KSU Faculty Senate Meeting
Tuesday, September 8, 2020, 3:30 pm
Zoom ID: 149 712 846; <https://ksu.zoom.us/j/149712846>

Present: Adams, Ahlers, Almes, J. Bach, K. Bach, Barnett, Beebe, Behnke, Bennett, Bitsie-Baldwin, Blankley, Bormann, Bothwell, Buffington, Charland, Chengappa, Ciampitti, Clark, Craig, Crawford, Daniels, Denison, DePaola, Dodd, Draper, Dunn, Easton, Erickson, Falcone, Ferguson, Gabbard, González, Grice, Hackett, Hauck, Hettiarachchi, Hicks, Hosni, Hubbell, Hudgins, Hughey, Ireton, Jones, M. Kanost, Kempton, Kiss, Korten, Krysko, Kulesza, Larson, Launius, Lehman, Linville, Little, Littrell, Luly, Lundeen, Markham, Maseberg-Tomlinson, McDiffett, McGlynn, Nelson, Oetken, Passarelli, Raine, Reznikoff, Rivera, Rosenkranz, Santos, Saucier, Savage, Schermerhorn, Seay, Sevin, E. Shappee, L. Shappee, Sherbert, Skelton, Spooner, Stoney, Syme, Thomason, Vardiman, Von Bergen, Wilken, Wilson, Wittmer, Yu-Oppenheim, Zajac, and Zhang

Absent: Chavez, Doan, Dogan, Higginbotham, Meekins, Moorberg, Renberg, Taylor, and Warren

Proxies: DePaola (after 4:25), Durtschi, Hay McCammant, and L. Kanost

Guests/Visitors: Kelley Brundage, Tara Coleman, Bronwyn Fees, Cheryl Grice, Mustaque Hossain, Scott Jones, Kari Morgan, Anne Phillips, Gary Pratt, Camilla Roberts, Charlotte Self, Charles Taber, Paul Volino, and LaVerne Williamson

Parliamentarian: Mickey Ransom

1. President Mindy Markham called the meeting to order at 3:30 pm and gave a KSU land acknowledgement.
2. Approval of June 9, 2020 minutes; minutes stand as approved.
3. Guest: Provost Chuck Taber
Topics for Discussion: COVID-19 updates; Enrollment Trends; Strategic Vision

Related to COVID-19 updates, Provost Taber discussed academic planning efforts in three areas. First, discussion on policy changes occur almost daily due to the challenging circumstances we are facing. Next, a nuanced approach of shifting to online is being discussed, but no decision has been made. The nuanced approach is to identify cohorts of students who would be allowed to remain with in-person activities. If we do shift to online, it would be limited, and focused to particular areas. Finally, there is ongoing planning for the spring semester and the mode of instruction is being gathered. We need to plan for the current hybrid approach in the spring. Faculty are being asked to make their best informed guess.

Enrollment Trends. Looking at enrollment we are experiencing our 7th consecutive year of declining enrollment, but we are better than what we projected for our budgeting process. Without the pandemic, we would have been flat or slightly down for freshmen. The new enrollment management process put in place did drive increased applications. Once information is forthcoming, it will be of interest to be aware of what kids chose to do instead of coming to University. It was noted that decreases in graduate enrollment are driven mainly by international student numbers being down. However, we had record retention rates. There was an 87.3 % first year retention rate achieved during a pandemic. Additionally, there were record six-year graduation retention rates; 67% is getting close to 70 % graduation rate goal, 11-point increase over a nine-year period. However, there are gaps that need addressed such as diversity challenges and the graduation rate and achievement levels for students of color.

Strategic Planning. The University's strategic vision, K-State 2025, is in place, but has not been kept up with the same vigor due to being heavily involved with COVID planning. It has not been abandoned, but the key initiatives must be aligned with the circumstances we are faced with. There will be an announcement in the next few weeks to share how we will move forward with the 2025 planning process.

Discussion: Clarification was requested on switching modalities and fee implications. You can shift modalities within hybrid as long as you're keeping some component face-to-face and no changes in fees would occur. However, a pivot from hybrid or face-to-face to being fully online is prohibited, unless the whole university shifts to that or it is approved on a case by case basis. For example, if there are extenuating circumstances, such as a health challenge for the instructor, those requests would be reviewed individually.

It was questioned whether there is a high probability to shifting to fully online for fall and how will that affect spring. No decision has been made, and we hope to make it further into the semester. Of course, if we do shift to fully online based on data and conditions requiring it, that will affect future planning. The safety of all is the priority.

Senators thanked Provost Taber for his leadership, planning agility, and flexibility during this time. Additionally, he was thanked for being transparent. It was thought that the fall semester has started successfully and safely given the challenges we face. Provost Taber acknowledged all the many, many people involved in the planning process and thanked senators for their efforts as well.

There was discussion regarding what teaching faculty are experiencing this semester due to students being in and out due to illness or quarantine and the like. There is not specific data, but it seems there are some classes that have a higher concentration of students needing quarantine or that have tested positive and have to be accommodated. They are giving thought on how to handle these cases and managing the complexities of it. All recognize this is a difficult problem. Today there was a survey launched that will go out every two weeks, which will help provide information on what challenges are arising. It will be open from Tuesday to Thursday this week and it will go out again in two weeks.

There was concern raised about the optics of hosting football games with around 12,500 spectators while also trying to restrict large gatherings on campus and around Manhattan. Even though it is an outdoor event and significant measures have been put in place to keep people safe in the stadium, Provost Taber certainly acknowledged the concern and shared there has been discussion on the topic.

It was noted that data on the COVID-19 dashboard does not include off campus testing. Will that become available? If a student tests positive, then they go through a reporting of the absence to get it excused. However, we do not have a number of tests off campus, only the reported number of positives.

4. Dispute Resolution and Honor and Integrity System Reports

A. Ombudsperson report (Tara Coleman, Andrew Smith, Anne Phillips) – **Attachment 1**

Tara Coleman reported on behalf of the ombudspersons. There has been turnover in these positions and in the past year there were six individuals who served in this capacity with over 100 hours devoted. Ombudspersons addressed various issues including interpersonal conflict, evaluations, and the like. This year, they were prepared to talk about COVID-19 and furloughs. It was noted that the hours in the report do not reflect hours they spend researching topics or talking to people on campus. At times they are approached by University Support Staff and students. Even though primarily they

serve faculty and unclassified professionals, they still help where possible and refer them to the specific persons that can assist.

- B. General Grievances report (Mustaque Hossain) – **Attachment 2**
Mustaque Hossain reported there was one grievance hearing. The request was filed in the 2018-2019 academic year. The clock paused during summer and restarted in fall 2019. The hearing occurred in 2019. The outcome of the hearing was that the grievance was denied. However, the hearing highlighted the need to make sure promotion and tenure documentation on the Provost Website is up to date. Hossain thanked the many individuals, including past president González, Ms. LaBerge, and panel members, who were involved throughout the process. Ones obliged to serve when called upon.
- C. Employee Relations and Engagement report (Charlotte Self) – **Attachment 3**
Charlotte Self reported her office has a staff of three. They work with faculty, unclassified, university support staff, and student employees. There were 685 new concerns addressed this past year. This is an increase of 242 cases from last year. Besides the 68 policy inquiries related to the Covid pandemic, there were many other issues addressed such as interpersonal relations, performance issues, and change in duties or work environment.
- D. Honor & Integrity System report (Camilla Roberts) – **Attachment 4**
Camilla Roberts reported that as of August 10th there were 349 honor pledge violation reports that involved 396 students (370 unique individuals). Of these, 257 students did not contest; 101 still have open cases; 15 cases were dropped after the initial report; 23 were contested. Of the 23 contested, 16 were found responsible, 7 not held responsible. Demographics are concerning, with higher numbers of juniors and seniors being reported. The report shows where the classes were originated, not necessarily what college the students are majors in. She discussed what changes we saw after Covid; they saw a drastic increase in students using Chegg. Roberts has an account and she can send a letter if information needs to be taken down or if we need to investigate who requested information. She has had to contact Chegg 25 different times to get access about who posted and who viewed 221 individual URLs. Just for the spring semester, if students had more than a warning, they were not allowed to take the A/Pass/Fail option. The International Center for Academic Integrity will be releasing a new version of the McCabe survey, regarding perception of the integrity culture. Finally, this year is the start of a policy review for the Investigation and Adjudication procedures. Various comments and questions were addressed. To build the culture of integrity and have students understand the material and do their own work is the goal.
- E. Office of Institutional Equity report (Scott Jones) – **Attachment 5**
Scott Jones provided a detailed review of the report. He shared that 47 different presentations were completed with 1815 faculty, staff, and students trained. It was noted that 171, or 35%, of the cases related to Title IX matters. There were 405 unique cases, with 476 allegations. 44/405 went to highest level of review; seven resulted in violations, down just slightly from five-year average of 10. He reviewed a number of the allegations by type with senators. Some categories saw an increase while others decreased. It was reported that we received 112 reports from people not affiliated with university due to one social media post; however, social media does not fall within the policy jurisdiction. An open forum was held on August 31 to explain the new requirements under Title IX. The archive of that event as well as a list of FAQs is available on the [OIE website](#). There was lengthy discussion related to the current state of affairs. The #BlackAtKstate Twitter was touched on. Also, it was conveyed that it seems almost impossible for a complainant to prevail since upon review of the report there were almost 400 complaints found to not have merit. It was inquired if this a limitation of the policy, lack of resources in the office, or the way the office is implementing the policy. It was noted their office is a neutral fact finder. They collect the facts and apply them against the policy. Additionally, the policy does not follow a student/employee everywhere in their life, but rather parameters are within the programs and activities that are under substantial control of the university and campus. Nearly all of the social media postings were outside of the jurisdiction of the policy. State statutes, policy, case law; does this conduct meet the conduct of those elements?

It is the belief our policies are not creating the welcoming, safe atmosphere we desire. It appears there are hundreds across campus that are not getting equity and cases reported are likely far lower than what actually occur. With that in mind, the ability to thrive on this campus is a legitimate concern. Another inquiry regarding the report was made as to whether it would be possible to cross-reference, so that it is clear if a referral on a complaint outside of their jurisdiction was fruitful in providing a resolution. Or, conversely, to show the extent an individual might be doubly frustrated and disappointed when being referred to various channels with no satisfactory outcome. If these referrals are not yet being tracked, it was recommended. Substantial additional resources would be needed to do additional tracking. This was duly noted and it was suggested that having OIE be able to articulate what it would take to provide this tracking would be appreciated.

5. New Business

A. Proposed Revisions to Spring 2021 Academic calendar – **Attachment 6**

President Markham directed attention to the proposed Spring 2021 revisions from the University Calendar Committee. The proposed change removes spring break and starts the spring semester from January 17 to the 25, 2020, a delay of one week. Kelly Brundage, University Registrar, was present to address questions.

President Markham entertained a motion. A motion was made by Senator Hosni and seconded by Senator Von Bergen to endorse the 2021 academic calendar changes.

Discussion: There was clarification that only Attachment 6 is being voted on. The supplemental file shared was only to show the background of the decision-making process. There were various questions and comments. The change was recommended in order to help limit the spread of COVID-19 by reducing travel. However, while there is support for this, it does impact not only those who have decided to take their unpaid furlough during this time, but also the mental health of faculty, staff, and students alike. These will need to be given serious consideration. With no break for 16 weeks, this creates incredible stress for everyone on campus. It will be the responsibility of all to be aware of and assist each other when it comes to mental health. It was inquired what faculty and student input was gathered. There are two student reps from SGA and a few faculty members that sit on the University Calendar committee and input is valued. However, it is infrequent that opinions on the calendar are solicited, as we must meet policy and federal requirements. It was inquired what Student Senate thought of this. It was responded that the full Student Senate has not yet received the current proposed calendar; it is being shared this week. Even though it is likely many will not care for the proposed change, it was noted it is most likely the best option.

There was discussion about what are other universities or regents' school may be doing, along with our local school district, and whether we'll have faculty, staff, and students who may have children to care for during that time if they have a break. Various other options were asked about such as whether it was considered to start online, have spring break, and reconvene in person after that. Conversation shifted to suggestions of having one or two three-day weekends. Several options were discussed; however, those particulars were not for the calendar committee's decision. Rather, they work to set the dates, or shell, and after that, different options within those parameters can be addressed.

The registrar and office personnel were thanked for what they are doing. It was recognized they have been working many long hours to assist the university during this challenging time.

Motion carried, though not unanimously, to endorse the calendar. The calendar, as presented, will move forward to the provost and KBOR for final approval.

- B. Proposed Revisions to University Handbook, Appendix E: Faculty Senate Constitution – **Attachment 7**
President Markham provided background on the revisions presented today. These have been worked on for approximately two years. At this time, no substantial changes to composition will occur. However, over this coming year, Faculty Affairs and Professional Staff Affairs will be reviewing the topic of term appointments being included, and other more detailed composition items and will then submit recommendations to the constitution work group. Right now, the changes include one additional member, the University Support Staff president. The student number remains the same, but the composition will shift to incorporate the president of the Graduate Student Council. If passed, these overall revisions to the constitution will need to be approved at a general faculty meeting before being final. There will be a meeting near the end of the month that will be used to discuss the topic of administrative furloughs and other concerns from faculty and unclassified professionals. It is hoped if this passes today, it can be voted on at that time as well.

A motion was made by Past President González and seconded by senator Zajac to approve the revisions. Motion carried.

6. Report from Standing Committees and Student Senate

- A. Academic Affairs – Phil Vardiman/Don Von Bergen
No report to share
- B. Faculty Affairs – Kim Charland/Don Saucier
No report to share
- C. Professional Staff Affairs – Maria Beebe/Mishelle Hay McCammant
They are forming a working group with representatives from Faculty Affairs, Professional Staff Affairs, and General University caucus in order to examine equity for term and regular employees. They also will review the remote work policy in the PPM for possible improvements. This was the inaugural year for inclusion of professional staff in the “Professor and Professional Staff of the Week” recognition. There were eight winners selected by their committee from those nominated. A few caucuses did not submit nominations this year, but they expect to see more next year. The information from the listening sessions last year have been reviewed, compiled, and there will be a final event (*update: this will be a survey*) to ensure the issues were heard accurately. Then a final report will be shared with administration.
- D. Student Senate – Nathan Bothwell
Bothwell reminded all there were budget cuts in the spring to privilege fee entities due to shortfalls. The privilege fee is expected to have a shortfall of \$ 2.5-3 million at the end of this year, which is the largest shortfall in memory. Therefore, they are enacting the insufficient funds clause for fall. Due to it being mid-year, they are essentially in the process of call backs. They have identified a tiered approach and callbacks will be based on those tiers and the impact reports provided to them. There was in depth discussion about determination of what tier an agency fell into. Some guiding principles created. They are working to conserve employment as best as possible, as well as things related to student health and well-being. The majority of tier three entities do not employ people directly.
- E. Technology – Brett DePaola/Michael Raine
No report to share
- F. University Planning – Brad Behnke/Dan Ireton
No report to share

7. Announcements

- A. FS actions taken over the summer (Solidarity Statement, Furlough consultation, etc.)

President Markham reported on the activities Faculty Senate engaged in over the summer. An Ad Hoc social justice committee was started and a Solidarity Statement was approved by the Senate in July. For the 20-21 year all Senate meetings will be held virtually.

B. Academic Continuity update

Faculty and staff are encouraged to fill out the faculty and staff survey as it closes on Thursday. This will be sent out every two weeks.

C. State of the University Address - Friday, September 25, 3:30-5:00 pm

The address this year by President Myers will be held virtually and there will be a question and answer portion directly after. This will run much like the town halls have in recent memory.

D. Professor and Staff of the Week selections

As Professional Staff Affairs announced, they selected eight professional staff from those nominated. Additionally, professor selections were made by each of the appropriate Faculty Senate caucuses totaling 13 faculty. These individuals will be recognized during the men's home basketball games this year as the schedule permits.

E. Faculty Senate Yearlong Agenda

President Markham shared with senators the yearlong agenda that FS Leadership Council worked on. This is a living document and will be updated as needed during the year. This agenda has also been shared with the president and provost.

8. Open discussion period for senators as needed

A. New Initiatives / For the Good of the University

Senator Hosni thanked FSCOT, president elect Littrell, and staff in ITS for their assistance to address the issue with uploading to MediaSite. With approval and requisition of five additional processors that are now installed, the wait has been reduced from two hours or longer to 15-20 minutes. This is much appreciated!

President Markham ended with by sharing her appreciation for the engagement and continued work for the University.

9. Adjournment at 5:16 pm

Respectfully submitted by:

LaVerne Bitsie-Baldwin,
Faculty Senate Secretary

Next meeting: Tuesday, October 13, 2020; 3:30 pm