

MINUTES
KSU Faculty Senate Meeting
Tuesday, November 9, 2021, 3:30 pm
Zoom ID: 149 712 846; <https://ksu.zoom.us/j/149712846>

Present: Aakeroy, Adams, Ahlers, J. Bach, K. Bach, Baird, Bennett, Bormann, Bruska, Caldas, Craghead, Craig, Crawford, Denison, DePaola, Doan, Dodd, Dogan, Douthitt, Dowd, Durtschi, Falcone, Finch, Finkeldei, Gates, Gragg, Grice, Haub, Hay McCammant, Hicks, Higginbotham, Hosni, Hudgins, Hughey, Jackson, C. Jones, K. Jones, Kastner, Kempton, Kiss, Kliewer, Korten, Krysko, Launius, LeHew, Lehman, Linville, Little, Littrell, Luly, Macfarlane, Markham, Maseberg-Tomlinson, Mason, McCulloch, McGlynn, Meekins, Oetken, Passarelli, Phillips, Presley, Raine, Rubin, Rys, Santos, Saucier, Savage, Schermerhorn, Seay, Sevin, Shappee, Sherbert, Spare, Tarpoff, Thomason, Thompson, Von Bergen, Wanklyn, Warren, Wigfall, Wilson, and Yu-Oppenheim

Absent: Blankley, Chen, Chengappa, Gabbard, Hauck, Hiller, Kramer, Renberg, Rivera, Spooner, and Wilken

Proxies: Bitsie-Baldwin, Buffington, Dunn, Luly (after departure), Moorberg, Oborny, and Ruiz Diaz

Guests/Visitors: Amber Bebout, Maria Beebe, Shari Crittendon, Tanya González, Karen Goos, Cheryl Grice, Stephanie Lott, Kari Morgan, Jay Stephens, Charles Taber, and Kristin Waller

Parliamentarian: Daniel Ireton

1. President Laurel Littrell called the meeting to order and played a Land Acknowledgement.
2. President Littrell inquired if any changes or edits were need to the October 12, 2021 draft minutes. Seeing none, the minutes were approved as submitted.
3. Guests: Provost Charles Taber, Vice President Jay Stephens, General Counsel Shari Crittendon
Topic for Discussion: Vaccine Mandate
President Littrell shared a heart-felt thanks to our guests, especially during the current time as we navigate and carry out a federal mandate as it relates COVID-19 and changing vaccine policies. Provost Taber opened to address concerns of quickly changing timelines and extensive guidelines as it relates to the executive order regarding research universities. At this time, we do not have a response to the change in the due date from December 8, 2021 to the January 4, 2022 in the executive order. More information will be available soon. Jay Stephens shared the difficulty in balancing the alignment of state and federal government guidelines during this time. Shari Crittendon shared the priority and safety of faculty, students and staff along with remaining compliant with the laws put forth. There is protection for human error during this process. Everyone will be notified by December 1, 2021. A specialized outside HR consulting company, TRUPP HR, will review religious and other exemptions. This company specializes in accommodations based on EEOC regulations. All identifiable employee information is redacted from files shared with TRUPP HR. This is being funded with federal relief package funding. There will be no tuition dollars or state funds used to do this.

Conflicting Handbook policies were addressed around termination. Jay spoke to the fact that this is based on condition of employment under the federal executive order, just like completing a Form I-9 for employment. It comes down to insubordination or misconduct for not complying, and there is not a waiting period for termination. University Handbook Section C 160-162 for conditions for termination of services, for professional staff and non-tenured faculty. It was noted that there is a lot of emotion wrapped up in this commitment and process. We will be fair and will follow our policies. Getting a Covid vaccine is

now a condition of employment, and that information is encrypted, with data access in HCS that only says whether someone is “compliant” or “non-compliant”. It was mentioned that it would be helpful for First Tuesday meeting information to be shared in a FAQ format. There were employees who received the Moderna vaccine past the Oct. 27 compliant date, and employees were asked to complete a waiver which requires doctor signature. Doctors have been slow to sign off, what are next steps? The university will work through guidance for a potential extension for persons making a good faith effort. All employees can request a hearing or grievance process, except student employees. There is information in Appendix G and M of the University Handbook related to grievance processes for faculty and professional staff. Rehire can occur if an employee was terminated and terms of conditions for employment are fulfilled. Please continue to direct all your concerns and questions to President Littrell or Provost Taber as they attend all the COVID Executive meetings and can share your concerns. Mandate updates will come out soon.

4. Approval of Consent Agenda (page 5) – Don Saucier
President Elect Saucier inquired if any items should be moved to the discussion agenda. Seeing none and with no objection, the consent agenda stood approved.
5. Report from Standing Committees, Graduate Student Council, and Senates

A. Academic Affairs – Jenny Bormann/Don Von Bergen

- Proposed Changes to University Handbook, Section F104, – **Attachments 1 and 1a**
Von Bergen moved to approve the proposed changes related to the Academic Fresh Start and Forgiveness policy. Motion carried.

He reported that Academic Affairs is continuing work on updating the interdisciplinary program approval process. They are also reviewing the undergraduate academic certificate, post-bacc minor, and posthumous degree policies. The undergraduate academic certificate policy changes were approved in committee last week and should be on the FS meeting agenda next month. Additionally, AAC was provided the updated [definitions](#) for a distance delivered programs and a distanced delivered course; these were completed in preparation for the upcoming HLC visit. The Guidelines for Interpreting the Term Final Examination Schedule were finalized by CAPP and can be found on their [website](#). There was also discussion on clarifying the components of cross-listed courses.

B. Faculty Affairs – Marcellus Caldas/Veronica Denison – Nothing to report.

C. Graduate Student Council – Pingping Chen or David Marcus

Senator Chen was not present, but provided a written report that was shared with senators. GSC raised a wage issue with the provost and a task force will be created to address this issue. The Research & the State Poster Competition was held on Oct 27th with 34 participants. The 10 winners selected will represent K-State at the Capital Grad Research Summit in Topeka in February. The 10 winners of the Research and the State Poster Competition are:

- Brandi Feehan, master's student in veterinary biomedical science and doctoral student in genetics
- Anne Lovett, master's student in veterinary biomedical science
- Emily Randig, master's student in civil engineering,
- Jack Sytsma, master's student in biology
- Shelby Astle, doctoral student in human ecology specializing in applied family science
- Edward Bird, doctoral student in genetics
- Cris Kauer Brazil, doctoral student in industrial engineering
- Carlos Pires, doctoral student in agronomy
- Mohanish Andurkar, doctoral student in mechanical engineering
- Archana Sekar, doctoral student in chemistry

All the judges were thanked. There are several upcoming events in November that were highlighted. The GSC also has open positions in the Honor Council, Parent/Guardian Advocate representative, and Health insurance representative. Please contact Senator Chen with any questions or follow up.

D. Professional Staff Affairs – Renee Gates/Mishelle Hay McCammant

They met with Jay Stephens, Vice President of Human Capital Services, and the main topic was vaccine mandate concerns. The committee is working to recognize professional staff in the future with a *Spotlight on Staff*, to acknowledge good work being done. They also continue to look at shared governance in CCOPs in coordination with FSCOUP and they are discussing handbook language for Ombudsperson criteria to share with the University Handbook and Policy committee.

E. Student Senate – Blake Phillips

• SGA Resolution (Informational) – **Attachment 2**

The resolution shared was passed by SGA recently relating to action requested regarding sexual violence at our university. Also reported on is the \$24 million budget deficit, which is due to declining enrollment. They will address budget issues long-term. They looked at some election changes in regards to dates in the future. Faculty Senators have a standing invitation to attend any SGA meetings. These are on Thursday evenings beginning at 7 pm.

F. Technology – Brett DePaola/Michael Raine

They looked at pros and cons of TopHat usage. Started a resolution to be generated from FSCOT. There was a Teams update about personal chats and usage to benefit more users. A training helped address some concerns. MediaSite files are large and take up a lot of storage space and become costly. It was suggested to look at the following policies that if a file is not used in three years it will be moved to cold storage for two years and then deleted. It can be retained if it is requested to be pulled from cold storage. There is a five-year university retention policy.

G. University Planning – Martin Seay

They reached out to PSA and faculty affairs for guidance and input on the makeup of CCOPs and continue to progress in this work. There will be visitors at the next meeting to discuss strategic enrollment management and APRR (Academic Program Review and Revitalization) process.

H. University Support Staff Senate – Mary Oborny or Monica Macfarlane

Macfarlane reported on behalf of Oborny. They recently met with HCS and as many others had discussion about the vaccine mandate. It was also reported that the Employee Suggestion Program committee has been put on pause. The employee tasked with managing the committee and program has since left the university and there is a vacancy currently.

6. Announcements

A. Term Appointment Caucus elections in process

There were around 75 nominations received and all were contacted to determine interest. The primary ballot has been sent out and is in progress. A final ballot will be sent out to eligible term employees later this month. The hope is that senators for the new caucus will be elected in December and that they can begin their service in Faculty Senate in January. This means that our permanent committees will each have a new representative from the Term Appointment caucus.

B. Upcoming Town Hall meeting – December 3rd

This will be the final Town Hall for this semester, at 9 a.m. on livestream. Come with questions.

C. FS representative for Student Senate

President Littrell announced that Student Senate is seeking a faculty representative on their governance body, much as they have a seat on Faculty Senate. If you, or another faculty member you know, is interested in attending and participating in their meetings in an official capacity, please contact President Littrell. We would like to have this appointment made in time for Spring. SGA meetings are on Thursday evenings at 7 pm. and a zoom option is available.

D. President Littrell provided information regarding the Sexual Assault Climate survey that was sent out via email and she encouraged participation. There was also a K-State Today announcement about the survey. It was shared that the response rate has been low. The survey needs completed by Nov. 19.

7. Open discussion period for senators | New Initiatives | For the Good of the University

The presidential search was inquired about. It is in progress and on-task, no other information is available at this time. There were suggestions about recognition for President Myers retirement; there will be a retirement event, which is being planned. A living part of campus is a suggestion.

There is a KSU Choir concert tonight at 7 p.m. at First Christian Church, Songs of Healing and Happiness for Singing Together.

A general awareness of job placement outcomes and the strategic investment funds as it pertains to outcomes was discussed. This was based on a Huron study shared with Arts and Sciences. Individuals colleges are a fabulous tool and we need to continue to stay positive, have better coordinated efforts with Orientation, Recruitment and Admissions (ORA), and continue to work together.

It was noted our next meeting agenda may be full as we near the end the year.

8. The meeting was adjourned at 4:45 pm.

Respectfully submitted by:
Pat Hudgins,
Faculty Senate Secretary

Next meeting: Tuesday, December 14, 2021; 3:30 pm

**ACADEMIC AFFAIRS
CONSENT AGENDA**

Approve the following graduation list additions:

A. COURSE AND CURRICULUM PROPOSALS: NONE

B. Graduation list(s), addition(s) and/or posthumous degree requests:

Fall 2016 list addition: Kendra Hornbacker, Bachelor of Science, Health and Human Sciences

Spring 2021 list addition: Natalie Vesta, Bachelor of Science, Arts and Sciences