

**MINUTES**  
**KSU Faculty Senate Meeting**  
**Tuesday, September 13, 2022, 3:30 pm**  
**K-State Student Union, Big 12 room**  
**Zoom ID: 149 712 846; <https://ksu.zoom.us/j/149712846>**

**Present:** Aakeroy, Adams (Rebecca), Bach, Baird, Bennett, Bentley, Berumen, Bishop, Bitsie-Baldwin, Blair, Bowen, Buffington, Caldas, Cassel, Craghead, Crawford, Cunningham, DeRouche, Disberger, Dodd, Douthit, Durtschi, Gates, C. Grice, Haub, Hay McCammant, Hicks, Higginbotham, Higgins, Hohenbary, Jackson, Johnson, Jones (Cassie), Jones (Chris), Kastner, Kempton, Kiss, Kliewer, Kohn, Kramer, Krysko, Launius, Lehman, Leimkuehler, Liang, Little, Littrell, Luly, Macfarlane, Maseberg-Tomlinson, Mason, McCulloch, Miller, Moorberg, Nasser, Nutsch, Oetken, Oshnock, Payne, Porter, Raine, Rundus, Rys, Saucier, Savage, Self, Shappee, Smith, Stroot, Thompson, Vardiman, Vipham, Von Bergen, Vulgamore, Wanklyn, Warren, Wefald, Wigfall, Wilken, and Yu-Oppenheim

**Absent:** Blevins, Brusk, Chengappa, Finkeldei, Gabbard, Graff, R. Grice, Hiller, LeHew, McGlynn, Schermerhorn, Seay, Tarpoff, Thomason, Young, and Zecha

**Proxies:** Adams (Roger), Ahlers, Bishop (until arrival), Douthit (until arrival), Genereux, Gragg, Keen, Korten, Perez, Rubin, and Smith Caldas

**Guests/Visitors:** Kelley Brundage, Tara Coleman, Bronwyn Fees, Justin Frederick, Tanya González, Mustaque Hossain, Kari Morgan, Camilla Roberts, Chuck Taber, LaVerne Williamson, and Justin Wild

**Parliamentarian:** Daniel Ireton

1. President Saucier called the meeting to order and had the Land Acknowledgement played.
2. Approval of June 14, 2022, minutes  
President Saucier inquired if any edits were necessary for the minutes. Seeing none and with no objections, these will stand approved as submitted.
3. Provost Chuck Taber  
Conversation Topics: [Temporary workforce management policy](#), General Education common core; Enrollment and Finances, and Merit raise impacts on the budget.

Provost Taber began by discussing the KBOR temporary workforce management policy. This temporary policy is set to expire Dec. 31, 2022. Emporia State University has announced that it intends to submit a plan to the board for using that policy. A message was sent out that KSU will not participate in this action. KBOR will vote on Emporia State University's decision this week.

Next discussed was general education core requirements. A task force was formed by KBOR with all universities represented. A proposed framework was presented to the board and was approved in June. We are in the process of what implementation will look like. Implementation is expected by Fall 2024; it is expected that this requirement will help with transfer students. Yet, it seems it may be possible to request an extension. Multicultural overlay will not be included, it will be separate from the traditional requirements. It will be our decision if K-State 8 will be included in this decision.

Enrollment numbers were not given because they have not been released by KBOR. It is expected that enrollment numbers will be down overall, but freshmen numbers will be up for the first time in many years.

Merit raise from last year will not affect budgeting for this year. The merit raise was fully budgeted for so it will not affect going forward. It was aided by central funding and 40% came from voluntary separation plan.

Discussion: Various questions and comments were raised about the general education common core. A multitude of curricula will be affected by this change and there is much concern. According to this new framework, general education includes only 100-200 level courses. What does this mean for K-State 8. What occurs with K-State 8 is in the hands of the faculty. Courses that are numbered differently is a common problem. We are not making any changes to that in the first version.

Dr. González noted we are still working with the first version (1.0) and using 100 and 200 level courses. Difference in numbering does prove to be a challenge because other institutions number differently. 100 - 200 level courses are what we are using in our first version. Less than 12 courses are anomalous in numbering that are systemwide transfer. Conversations will be had with departments to see what they would like to do with those courses. Those units will be contacted, and we will discuss what to do with them. Departments will have to re-think what they do with 400 level courses if they think they are a part of their general requirement.

A senator stated that nothing in KBOR says it must be 100-200 level courses. However, Dr. González responded that KBOR does have designations for what courses are at 100 level listed behind every transcript. The registrar let us know the gen ed courses live in 100-200 levels. What is transfer articulated institution wide KSU is the abnormality. Lengthy conversation continued regarding this topic. The provost noted it is in our interest not to continue having 400 level gen ed courses to facilitate this process.

There was question regarding the temporary workforce management policy and whether it was thought that new members of the board will support the proposal by Emporia State University to enact the temporary workforce management policy. Provost Taber thinks it will be a unanimous “yes” vote.

#### 4. Dispute Resolution and Honor and Integrity System Reports

##### A. Honor & Integrity System report (Camilla Roberts) – **Attachment 1**

Roberts deferred to her report. Numbers have come back down a bit, post-covid. Of the cases, 91% of students chose not to contest. Violator demographic spread is consistent with other years. That said, those academic integrity conversations should be addressed throughout the academic journey of all students, not just for freshmen students. Some colleges are reporting more than others, and of the types of violations, 53% are plagiarisms. Most from homework help sites like, Chegg. Plagiarism from internet. Roberts shared that a recent update is that Chegg is no longer providing answers. There is a group getting together in November from across the US, working to see if it's possible to make contract cheating illegal like in Australia. Sanctions remained standard, grade sanctions and development and integrity class requirements. Roberts also mentioned the continued desire for similarity checking software, which is still something we do not have a budget for. However, she's been encouraged to check with groups within the board of regents. They may be able to help sponsor. Additionally, the international group is working on assessment to try and understand the culture of integrity both from the student point of view and from the faculty.

##### B. Ombudsperson report (Tara Coleman) – **Attachment 2**

Tara Coleman, senior ombudsperson, reported that they consulted with 40 people, putting in 75-80 hours researching and meeting with people. Work environment, interpersonal conflict, unjust treatment, and the tenure process issues were the most common issues discussed. Recommendations remain similar to ones from previous reports. An ombuds handbook will be worked on this year by reaching out to previous ombudspersons. Also, there will be training and interaction with the International Ombuds Association. Regular ombuds meetings will be scheduled beginning in September. They want more individuals to understand what they do and how to contact them.

- C. General Grievances report (Mustaque Hossain) – **Attachment 3**  
Hossain reported there were no grievance hearing requests last academic year. One request was made this summer from a faculty member is Salina, but the request was denied.
- D. Employee Relations and Engagement report (Justin Wild and LaVerne Williamson) – **Attachment 4**  
Justin Wild began their report by introducing himself, LaVerne Williamson, their director and ADA coordinator, Charlotte Self, and he also conveyed appreciation for Maggie Denton who does a monumental job in their office. Their goal is to empower people as they work through various situations. They assist faculty and staff, both classified and unclassified, through consultation and policy interpretation related to term contracts and many other areas. They work to empower supervisors and employees to be able to resolve their conflicts. They enjoy training and are willing to do specialized trainings as requested. Maggie Denton and Charlotte Self assist with requests for accommodations related to the Americans with Disabilities Act. There was a 10.55 % increase in request in this area and that has continued to increase year by year. Many requests were related to seeking accommodations for the COVID-19 vaccine mandate.

Williamson highlighted a couple of figures related to the nature of concerns. Two of the top numbers are for performance management and policy. Discipline and discrimination/harassment received high numbers as well, for example, an attendance issue may arise and guidance is needed for next steps and disciplinary action, if needed. Discrimination/harassment was a little higher this year, OIE takes care of investigating those issues. If those issues do not meet the OIE requirements than Employee Relations and Engagement (ERE) takes care of them. There is strong partnership between our ombudspersons and Employee Relations. The recommendations from the ombuds were considered and plans have been implemented. They have been provided with recommendations from the ombudspersons and Williamson shared some actions that have been implemented based on these. 1) More training, along with guidance on best practices related to the performance evaluation process, is being offered, both face-to-face and online. 2) Enhanced training for department heads about handbook 3) Additional outreach for mental health, economic assistance, and other pandemic related issues (Employee Assistance Program); they've contracted with third party to provide these services.

A senator inquired what happens when a supervisor doesn't feel the assistance is needed. This can happen, but both parties need to agree to this in order for it to be beneficial. However, they can still work with employee to give them tools to navigate the situation if only one party is willing.

- E. Office of Institutional Equity report (Justin Frederick) – **Attachment 5**  
Justin Frederick introduced himself, he is the interim director of the Office of Institutional Equity as Stephanie Lott has transitioned to a new position outside of K-State. Their office became fully staffed starting this summer. They are working to improve turnaround time. In partnership with various offices and committees, a mandatory syllabus statement regarding discrimination, harassment, and sexual harassment was approved and they are grateful to see this put in place. Also, a Title IX message was added to K-State's home page, which makes it more accessible. They're still working on ppm training for the university this fall. They've experienced some hurdles with this but are working to

figure it out and trouble shoot the issues, along with ITS. They've partnered with the graduate school for regular training with graduate students. Graduate students are the most vulnerable population, and more outreaches will be done. New talent acquisition manager will work on feedback from applicants beyond gender binary. They are looking for what additional data they need to collect. Cases by month peaked in May vs. March from last year. They believe it was because people did not have time during the year to file complaints. Training has been increased so reports have increased. Sexual assault, harassment, stalking Title 6 or Title 7 concerns. Information only category are reports that are not necessarily for their office or anonymous reports. Nondiscrimination numbers are much higher than Title IX numbers but this year they think they will see a reverse trend. Sexual assault reports may be anonymous and although they do not have enough information to investigate, they still count under that category. If event happens off campus, resources are still provided to students. Red zone, September to mid-November, is when most sexual assaults occur. This year, double red zone, it likely doubled because more students did not have a first-year experience. This was their first full year of data since Lott was hired, so moving forward there is now true data for comparison. There were 488 referrals to employee relations. No comparative data because previously referrals were not tracked.

President Saucier thanked our guests for their presentations and being here to answer questions and concerns, but also for the work they do for the university. They play a vital role in assisting our faculty and staff.

5. Approval of Consent Agenda (pages 8-9) – Don Von Bergen  
President Elect Von Bergen inquired if there were items from the consent agenda that needed moved to the discussion agenda. Seeing none and with no objection, the consent agenda was approved.
6. Report from Standing Committees, Graduate Student Council, and Senates
  - A. Academic Affairs – Andy Bennett/Brandon Kliewer
    - Discussion agenda items (page 10)
    - Proposed change in Grade Submission Deadline Date for Summer Semesters – **Attachment 6**

Senator Bennett moved to approve the discussion agenda items. Motion carried.

Senator Bennett moved to approve the proposal, as found in attachment 6. Change of grade submission summer date. Grades currently cannot be submitted until the last summer class is finished, this delays students' ability to enroll in classes that need a pre-requisite. Motion carried.

Senator Bennett reported that Academic Affairs will continue their work on review and changes to the posthumous degree policy. Different colleges have different rules for these and so they're looking to create some uniformity. They will review microcredentials as these come through during this pilot year. Several have already come through and a variety of questions have come up. They will discuss post-baccalaureate minors and their merit. These appear to be unique to K-State. They will be coordinating with Faculty Affairs on proposed changes to section F of the University Handbook. Lastly, the interdisciplinary program approval process is still being reviewed. Later this month, they'll meet with Interim Associate Provost González to discuss the recently approved KBOR general education core changes. Currently, the timeline from KBOR to have things in place is by Fall 2024. It's understood that many have concerns about this change.

- B. Faculty Affairs – Marcellus Caldas/Brad Cunningham

Senator Caldas introduced Brad Cunningham as their new co-chair. The only old business they are still discussing is working on definition of community engagement for tenure and promotion. They are working on developing a new agenda for this academic year.

C. Graduate Student Council – Tucker Graff

On behalf of Graff, who was unable to attend, President Saucier shared that Research and the State will be on Oct. 27<sup>th</sup> in the student union. The call for abstracts ends on Sept. 30<sup>th</sup>. They are expecting a greater turnout than in previous years and encourage all to attend that can. A call for volunteer judges will be going out soon.

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

Senator Gates announced their professional staff of the week selections, alphabetical by first name. Annette Maggio, Audrey Mortimer, Britney McLaughlin, Daniel Cutting, Mishelle Hay McCammant, Sarah Brooks, Suzy Auten, Tara Marintzer.

Senator Hay McCammant reported they are working on several projects that rolled over from the last academic year, along with various new ones. They are working to finalize a resolution of support for staffing in central offices; work is being done on handbook language in C159.3 and 159.9 regarding 5-year reviews for administrators and how staff contribute to these. They are following up on proposed handbook revisions regarding the ombudspersons in Section C192 as well. Additionally, appendix Q of the handbook is receiving their attention as it relates to review of staff evaluations, working on career ladders for staff. For transparency, they are pushing for future job postings to include job format, in person, hybrid, remote. They are working with central administration to be involved in strategic planning committees. Working with FSCOUP to ensure CCOPs are following through with reorganization of these committees to include staff representation. Reviewing lengthy documents from Docking institute survey with comments from staff. The survey results will be released and all KBOR institutions will release at the same time. There will be a follow up meeting scheduled with staff regarding responses. Lastly, they a part of an ad hoc shared governance committee that is working to provide recommendations for the future of staff classifications in shared governance as well as the future of staff classifications in general.

E. Student Senate – Evan Porter

Application for the educational opportunity fund is closing Sept. 30. This fund can be used for academic scholarships, need-based grants for historically underrepresented students, salaries or grants for students participating in public and community service programs, or salaries for students employed in campus student services programs as well. Applications can be found on [org central](#), which can be accessed from the home page under funding opportunities, or you can reach out to Senator Porter for further information. President of SGA has a lot of student at-large seats to fill. Information is available at SGA page to fill out that application.

F. Technology – Michael Raine

Senator Raine reported that the long-awaited advisory committee on academic technology tools is being seated. This will include a wide group of faculty and staff to make recommendations and review tools that can be used in the classroom. FS Leadership Council submitted a few names along with the technology committee and Faculty Affairs. IT has decided to engage students in DUO authentication. This Fall students can voluntarily sign up, and in the Spring, students will automatically be signed up in order to protect students and their finances. Canvas will not sit behind DUO at this time. Also, students who do not have a smart phone there will be dongles available at the service desk. FSCOT member asked about how departments can dispose of electronic waste, such as hard drives. The best way is to contact the service desk/help desk. A member discovered office 365 had a default

plugin for Mendeley. Mendeley is an app that detects and collects citations. They will request that app be removed as a default. If people still want to use the app, they can choose to but not as the default.

G. University Planning – Rebecca Adams

Committee met with Lynn Carlin regarding the 5-year strategic plan, mostly focused on what the timeline is going to look like. They're working to meet with president as well. Talking about plans for the year which will include review of the five-year plan, deferred maintenance, and looking at collaborative updates on the North campus corridor space usage.

H. University Support Staff Senate – Monica Macfarlane

Nothing to add in follow up to what Senator Hay McCammant had shared earlier about their collaborative work.

7. Announcements

A. [KBOR meeting report](#) from summer

• [Temporary workforce management policy](#)

Saucier reiterated the provost's earlier message. Emporia State University is posed to fire tenured faculty and KBOR may approve their proposal. This is devastating for education in the state of Kansas. It was inquired how this came about. When COVID was initially being dealt with KBOR approved the temporary workforce management policy. KU was the initiator of the policy; however, they didn't use it themselves and have since indicated regret at initiating this. The policy is set to expire on December 31. President Saucier is reassured that our administration will not follow Emporia State University's steps. If Emporia State University follows through, President Saucier expects that the Council of FS/Staff presidents will put out a statement.

- **Gen Ed** - As was discussed at the beginning of the meeting with Provost Taber and Interim Associate Provost González, KBOR approved overarching general education requirements over the summer. As was discussed, this has been mandated and K-State will work on a 1.0 process to get us compliant followed by 2.0 to improve and optimize the process. Lengthy discussion ensued over this topic. It was noted this only has an implementation date but not a deadline, can departments have in their curriculums in the fall, instead of waiting until the implementation date. Since the process has yet to be approved from Academic Affairs and brought to this body for final approval, it may not be wise to try to submit proposals earlier than its approval. K-State 8 and its future was also inquired about. There will need to be a decision made about the future of K-State 8 and this will be discussed in Academic Affairs as well. Senator Bennett, co-chair of Academic Affairs, is hopeful that in December or early spring we can have a "these are the policies," for the general education common core. Given that, it's unlikely curriculum will be ready for fall of 23, perhaps spring of 23.

Various other comments were made such as the thought that we were supposed to be able to easily incorporate this; what to do with K-State 8; what role student input plays. Our registrar, Kelley Brundage, is keenly aware this is a hard conversation to have, but once we get there, we will have all the information to make the decision. Phase 1.0 – lays out what we can do with what we currently have. And phase 2.0 – what do we need to happen. We cannot use the word core. Brundage is running scenarios to see what the best way is to shift it. Based on the degree audit. Good questions but we need to settle on a couple of things before we can start the good conversations. As President Saucier noted, we are academics, so we can tend to over think. Brundage shared that all that data run so far shows it's not as jarring as it feels. They are trying to provide the data necessary to help see the actual pressure points.

A final point was made is that Faculty Senate passed K-State 8 in 2009 as our general education requirement, yet we keep hearing the buzz word “overlay.” That may be true for some colleges, but not all. At the end of the day an overlay is still a degree requirement. Colleges need to be able to survive in the RCM and it will be a detriment to budget and students being able to graduate on time.

- A comment was made about the Temporary workforce management policy that whatever letter is drafted about the Emporia State decision, it needs to be worded wisely. We need to be careful how we issue that support and think of our constituents, etc. President Saucier agreed the general public does not understand and/or support tenure, and that any statement made should be crafted with the public’s perceptions in mind.

It was asked if FS Leadership Council, on behalf of the Faculty Senate, could thank central admin for their clear rejection of this temporary workforce management policy, and for adhering firmly to our existing policies and procedures, predicated on shared governance? President Saucier reported they did indeed thank the president and provost in their recent meeting with them. It was encouraged to do so via email as well.

B. Senator Replacements

- Libraries, Roger Adams for Emily Finch – Sept. 2022-May 2024
- Term Appointment, Brad Cunningham for Deborah Kohl – Sept. 2022-May 2025

President Saucier directed members to the list of replacements from over the summer. Again, we welcome Brad, also in his new role as co-chair of FAC, and Roger Adams to Faculty Senate.

C. State of the University Address - Wednesday, October 12, 3:00-4:30 pm, Alumni Center

There will be live streaming as well for those who prefer to attend virtually. We encourage all to attend as their schedule allows. There will be an open forum with President Linton when he concludes his address. Please work with your caucuses to develop one or two questions for the President Linton. President Saucier will be moderating questions, along with help from Past President Littrell and President Elect Von Bergen.

D. Professor and Professional Staff of the Week selections for 22-23 (13 faculty / 8 professional staff)

President Saucier reminded caucus chairs that the professor of the week selections were due to Ms. LaBerge on August 30<sup>th</sup>. A couple of units were delayed, and we hope to receive those names very soon and will share the final list when we have it. Also, a new feature that started two years ago was the inclusion of professional staff members of the week. Detailed information was sent to caucus chairs via email over the summer.

E. [JEDAll committee](#)

At this time, we have all but one member for the JEDAll committee. The initial meeting will take place on Friday, Sept. 16<sup>th</sup> in order to elect a chair or co-chairs and to give them their charge. We are excited to see this new committee within our Faculty Senate structure.

8. Open discussion period for senators | New Initiatives | For the Good of the University (5:05 – 5:05 pm)  
Bitsie-Baldwin – Indigenous peoples day in the Alumni Center

9. The meeting was adjourned at 4:56 pm. | Next meeting: Tuesday, October 11, 2022; 3:30 pm

Respectfully submitted by:

Graciela Berumen, Faculty Senate Secretary

**ACADEMIC AFFAIRS  
CONSENT AGENDA**

Approve the following course and curriculum changes and graduation list additions:

**A. COURSE AND CURRICULUM PROPOSALS:**

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 course or curriculum agenda at links listed below.

From the list of proposals, hover over the proposal and 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>

**COURSES:** \*<https://kstate.curriculog.com/agenda:1707/form> (\*copy and paste the link into your browser if clicking on it gives you an error message)

Arts and Sciences	ART - 310 - Visual Communication Design II: Methods and Processes ART - 360 - Introduction to Wheel Thrown Ceramics ART - 400 - Visual Communication Design III: Storytelling in Design ART - 407 - Visual Communication Design Topics ART - 420 - Visual Communication Design IV: Design and Context ART - 565 - Wheel Thrown Ceramics Studio ART - 572 - Drawing Methods - Contemporary Approaches ART - 576 - Visual Communication Design Capstone I: Research ART - 585 - Visual Communication Design BFA Portfolio and Professional Practices ART - 599 - Drawing Methods – Thematic Approaches
Health and Human Sciences	ECED - 542 - Practice-Based Coaching in Early Childhood Settings KIN - 387 - Introduction to Integrative Human Pathophysiology
Veterinary Medicine	DMP - 814 - Veterinary Bacteriology & Mycology Lecture DMP - 831 - Veterinary Virology DMP - 841 - Veterinary Public Health VCS - 890 - CS Veterinary Medicine Elective Aux. VCS - 907 - Supplemental Exotic Animal, Wildlife, and Zoo Animal Medicine VDMP - 811 - Clinical Pathology I VDMP - 814 - Veterinary Bacteriology & Mycology Lecture VDMP - 831 - Veterinary Virology VDMP - 835 - Clinical Pathology II VDMP - 836 - Cross-Course Integration III VDMP - 841 - Veterinary Public Health

	VDMP - 847 - Cross-Course Integration IV VDMP - 848 - Clinical Pathology I
--	---

**CURRICULUM:** \*<https://kstate.curriculog.com/agenda:1708/form> (\*copy and paste the link into your browser if clicking on it gives you an error message)

Arts and Sciences	Art (B.F.A.) Environmental Science B.S. – Interdisciplinary Visual Communication Design Minor
Health and Human Sciences	Hospitality Management (B.S.)

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

- Spring 2022 graduation list – as submitted by the Registrar’s office
- Fall 2021 graduation list – as submitted by the Registrar’s office
- Fall 2021, Sofie Appel, BS – Arts & Sciences/Education
- Spring 2022, Abigail Brittain – BS – Arts and Sciences
- Fall 2022, Brooke Gursky, PhD – Graduate School - Posthumous degree request

**ACADEMIC AFFAIRS  
DISCUSSION AGENDA**

Approve the following new curriculum proposal(s):

New:

To view full proposals, see the Curriculog Agenda: \*<https://kstate.curriculog.com/agenda:1709/form>  
(\*copy and paste the link into your browser if clicking on it gives you an error message)

Health and Human Sciences
---------------------------

Certificate in Early Childhood Consultation
---