

MINUTES

KSU Faculty Senate Meeting

Tuesday, October 8, 2024, 3:30 pm

K-State Student Union, Big 12 room

Present in Person: Paige Adams, Roger Adams, Amir Bahadori, Sonya Baker, Graciela Berumen, Hansin Bilgili, Nate Birkhead, Kyle Bradley, Mercellus Caldas, Linda Craghead, Caron Cuesta, Monica Curnutt, Teresa Douthit, Jessica Falcone, Anthony Ferraro, Bret Flanders, Bruce Glymour, Trisha Gott, Laura Hohenbary, Chris Jones, Julia Keen, Marcus Kidd, Deborah Kohl, Joann Kouba, Kimberly Kramer, Grace Liang, Sara Luly, Jason Maseberg-Tomlinson, Susan Maxwell, Colby Moorberg, Tareque Nassers, Abbey Nutsch, Cassandra Olds, KC Olson, Judy O'Mara, Marci Ritter, Brandon Savage, Gwen Sibley, Kimberly Staples, Phil Vardiman, Jessie Vipham, Don Von Bergen, Kevin Wanklyn, Zane Whitney, La Barbara Wigfall, Lisa Wilken

On Zoom: Kristine Anders, Elizabeth Berney, Ashley Blake, Amy Brusk, Martha Caldas, Nicky Cassell, Rachel Clews, Don Crawford, Elizabeth Dodd, Sandy Johnson, Cassie Jones, Naqeebullah Kakar, Justin Kastner, Candace LaBerge, Kimberly LeCompte, Rachel Levitt, Shane Lyon, Erin Martinez, Sherri Martinie, Megan McCoy, Tom Misilo, Kari Morgan, Augustine Obour, Michael Oetken, Sujatha Prakash, David Renter, Merta Scott-Hall, Andrew Smith, Mary Sullivan, Steve Warren, Elliot Young, Becca Zecha

Proxies: Elizabeth Dodd for Christer Aakeroy, Dan Higgins and Mary Kohn; Hansin Bilgili for Grant Alford; Tareque Nasser proxy for Amy Hageman (till 4pm) and Edward Nowlin; Sara Luly for Andy Wefald; Colby Moorberg for Brandie Disberger; Justin Kasner for Chris Blevins

Guests: Kelly Brundage, Registrar; Dan Ireton, Parliamentarian

1. Call to Order and Land Acknowledgment (President Teresa Douthit)
2. Approval of September 10 meeting minutes

President Douthit shared a correction to the Sept. 10 minutes related to KBOR regarding systemwide associate and bachelors transfer programs. Minutes were approved as corrected.

3. Provost Mendez

Encouraged Senators to provide feedback on the strategic enrollment plan. The Provost reported that he is collecting data regarding the number of administrative hires vs. the number of faculty. By the November census, he anticipates having current and past years' data.

The provost and Dr. Tanya Gonzalez discussed the APRR and addressed concerns about the metrics the Board of Regents (KBOR) has put in place for program review. The current focus is on developing institutional processes for ongoing program evaluation. The metrics used for

evaluation will evolve, incorporating additional factors and requiring institutions to narrate their processes and successes beyond the initial four metrics. Senator Kramer inquired about stakeholder involvement throughout this process. The Provost emphasized the involvement of faculty and relevant stakeholders in the program review process to ensure decisions are informed and reflective of departmental needs.

4. Shanna Legleiter – Compensation Study

Shanna Legleiter discussed the upcoming compensation study aimed at reviewing compensation for staff, faculty, and graduate students. She emphasized the importance of a comprehensive approach, which includes not only market comparisons but also the development of a clear compensation philosophy and pay administration guidelines. The study will involve three steering committees focused on staff, faculty, and graduate students.

The project, anticipated to take 18 to 24 months, will involve an audit of current compensation data and the need for updated position descriptions. She highlighted that this study is necessary for aligning compensation practices with institutional goals.

Senator Keen highlighted concerns about ensuring that recommendations from past and current studies are actually implemented by the administration. Senator Erickson would like to consider specific job titles and roles in the analysis, for example, academic advisors. Legleiter mentioned that the intention of providing clear career ladders for various positions, including academic advisors, is within the scope of the project. The timeline of when this information will be available has not been clearly determined.

Senator Burkhead asked if merit pay would be included and whether it would be a percentage or a blanket amount. Legleiter said it would be included. It is a connection between compensation philosophy and pay administration guidelines that will be determined as an outcome of the study.

5. Presentation – Ryan Leimkuehler - [Using Generative AI with University-Owned Records and Data Policy](#)

Ryan Leimkuehler discussed the development of a generative AI policy for the university, particularly regarding university data and records. He outlined the reasons for the policy, emphasizing that it's not a ban on AI but rather guidelines for responsible usage. The policy was created in response to a state-level mandate that distinguishes between acceptable and unacceptable uses of AI. The document will evolve as the landscape of AI changes, with the expectation that it will go live Spring 2025. Senate input was requested and encouraged.

Senator Glymour requested clarification about the nature of this document. Is it just guidance, or is not following grounds for termination? Senator Leimkuehler stated that employees are responsible for leaking confidential university and student information, and that doing so could be grounds for termination.

Senator Caldas requested more robust training and communication for faculty and staff. Training is in development along with the development of AI tools under contract from vendors that have agreed to adhere to strict confidentiality guidelines.

6. Approval of Consent Agenda (page 2) – Sara Luly

Consent agenda approved

7. Reports from Standing Committees, Graduate Student Council, and Senates

A. Academic Affairs – Hansin Bilgili

Academic Affairs approved several course and curriculum proposals and discussed an addition to the handbook regarding Academic Program Review and Revitalization (APRR), which will now move to the Faculty Affairs Committee for further review.

Additionally, there's a recommendation for a policy change concerning micro-credentials that will be revisited after a pause due to leadership changes.

B. Faculty Affairs – Brandon Savage

Senator Savage provided an update on two key items in progress for Faculty Affairs.

1. Notice of Non-Reappointment Policy. Faculty Affairs has drafted proposed Handbook language. A meeting with administration is expected soon to discuss any concerns. The goal is to have a version ready for a vote during the November Faculty Senate meeting.
2. Expedited Handbook Approval Process. The Committee has drafted a proposal to allow for quicker reviews and approvals for specific types of changes, such as correcting typos, updating department names, and organizational restructuring. This will be presented at the upcoming November meeting.

C. Graduate Student Council – Zane Whitney

There are 95 applicants for presentations at Research and the State, with 85-90 expected to present. The presentations will be divided into morning and afternoon sessions. Both graduate student rooms at Hale Library have been removed from graduate student access due to claims of under-utilization. However, graduate students have reported difficulty accessing the room with their key cards, indicating that the lack of access may have contributed to this underutilization. As a result, graduate students currently do not have a communal space available for their use.

D. Justice, Equity, Diversity, Access, Inclusion, and Identify – Gwen Sibley No report.

E. Professional Staff Affairs – Monica Curnutt/Linda Craghead

PSA met with the KBOR institutions to discuss the Docking Institute survey for professional staff, reviewing last year's questions with plans to send it out in 2025. They have requested a trend analysis from HR to evaluate employment trends. Finally, Dr. Lane will visit the next PSA meeting to discuss the Expressive Activity Policy on Nov. 15th.

F. Student Senate – Carson Cuesta

SGA passed a recommendation to update the university smoking policy to include vaping as a prohibited activity on campus. They also shared that President Linton has allocated \$250,000 for projects aimed at enhancing student health and well-being in outdoor spaces. These funds are to be awarded through a student competition.

- The selection criteria for proposals include:
 - Overall overview and thoughtfulness of the proposal
 - Feasibility of implementation
 - Impact on student health and well-being
 - Creativity and innovation in design
 - Long-term sustainability of the project

Concerns were raised by Senators about the adequacy of funding for the proposals and the decision-making process, which will involve student leadership and final approval by the student senate. It was suggested that university-wide expertise be considered as part of the final selection process for the feasibility of the winning proposal.

G. Technology – Phil Vardiman

After the January IT incident, Huron assisted in creating a business impact recovery workflow and prioritization process. The report has been provided to deans in order to offer guidance on policy, governance, and resource alignment. There will be no public report on the January IT incident due to the sensitive nature of the information involved.

H. University Planning – Cassie Jones/Kimberly Kramer

The committee met on October 3, focusing on preparations for the campus master plan. Feedback from faculty, staff, and students is encouraged during these town halls, especially regarding the proposed vision, goals, principles, and space needs assessment for the university's future. There are ongoing conversations about classroom utilization, with suggestions that many classrooms are underused. The administration and consultants are exploring ways to better use these spaces throughout the week and across various times.

Discussion followed regarding utilization of Library space and classrooms across campus.

I. University Support Staff Senate – Kimm Dennis No report.

8. Announcements

A. Other committee reports

President Douthit is a member of the Concurrent Credit Task Force

B. Acknowledge Professor and Professional Staff of the week - Attachment 1 President Douthit, along with the senate, congratulated all honorees.

C. Open Forum – Oct 9, 3:30pm, Union Forum Hall

President Douthit encouraged Senators to attend the Open Forum with President Linton and his staff to discuss the physical campus and campus master plan.

D. [KBOR Report](#) – President Douthit

During the recent meeting, several key points were discussed. The focus on math pathways continues, with an online "lunch and learn" for advisors scheduled on October 15th from 12:00 to 1:30. Advisors are encouraged to attend. Discussion regarding program review metrics was summarized. KBOR put forth a unified legislative budget request that initially included \$90 million for faculty salaries across Regent institutions. However, it was renamed to "KBOR focus on student affordability". The President and CEO of KBOR clarified that while the funds could be used for faculty and staff salaries, institutions have discretion over how to allocate the funds, if the legislative request is approved. There's a commitment in Senate Leadership to continue advocating for the allocation of these funds toward faculty and staff salaries.

9. Open discussion period for senators | New Initiatives | For the Good of the University
Senator Falcone discussed the upcoming opportunity to engage with KBOR and shared concerns from the Arts and Sciences caucus regarding the program review metrics proposed. Many believe that they do not accurately reflect success, particularly regarding students who pursue opportunities out-of-state after graduation

10. Adjournment

Next meeting: Tuesday, November 12, 2024; 4:56 pm

ACADEMIC AFFAIRS
PROPOSED ITEMS FOR CONSENT AGENDA

Approve to place the following course and curriculum changes on the upcoming Faculty Senate consent agenda:

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:2456/form> (*copy and paste the link into your browser if clicking on it gives you an error message)

Agriculture	AGED - 635 - Inquiry and Literacy in Agricultural STEM and Biotechnology
Arts & Sciences	Aerospace Studies (Minor) BIOL -333 – Introduction to Fisheries, Wildlife, Conservation & Environmental Biology BIOL - 513 - Physiological Adaptations of Animals ECON -101 - Contemporary Economic Issues PHILO - 138 - Ethics and Social Media
Business Admin	MIS - 756 - Business Data Pipelines MIS - 830 - Business Intelligence and Storytelling in Cloud Environments
Engineering	ME - 710 - Intermediate Topics in Interdisciplinary Systems Analysis ME - 711 - Interdisciplinary Seminar
Health & Human Sciences	Human Nutrition (Ph.D.)
Staley School of Leadership	LEAD - 701 - Foundations of Leadership
Vet Med	Master of Public Health (M.P.H.)