

MINUTES
KSU Faculty Senate Meeting
Tuesday, September 11, 2012 3:30 pm
K-State Union, Big 12 Room

Present: Arthaud-Day, Baltrip, Bannister, Bennett, Bishop, Blakeslee, Bloodgood, Bonella, Bormann, Burenheide, Clark, Condia, Cox, Davis, DeRouchey, Devore, Dille, Dissayanake, Easton, Ehie, Farmer, Featherstone, Fees, Fritch, Garcia, Gehrt, Gibbons, Goins, Graham, Guzek, Hartman, Hill, Holcombe, Hosni, Hsu, Hubler, Keen, Kerby, Kiefer, Kingery-Page, Kirkham, Knackendoffel, Lara, Lindshield, Linville, Lynn-Sherow, Maatta, Markham, Moore, Mosier, Pankl, Patell, Potts, Raine, Reed, Rintoul, Rogers, Sachs, Schmidt, Schultz, Sellers, Smith, Spooner, Spriggs, Stadlander, Stark, Stewart, Sump, Taylor, Thompson, Van Horn, Vontz, Warner, Weiss, Willbrant, and Zajac

Absent: Armbrust, Fullagar, Hoag, Hossain, Narayanan, Pahwa, Reese, and Schermerhorn

Proxies: Anderson, Auten, Cochran, DePaoli, Jani, McCrea, Moser, Perez, Ransom, Spears, and Spencer

Parliamentarian: Jerry Frieman

Guests/Visitors: Betsy Cauble, Roberta Maldonado-Franzen, April Mason, Kirk Schulz, Steve Starrett

1. Call to Order (President Jim Bloodgood)

President Bloodgood called the meeting to order at 3:33 p.m.

2. Visit from Provost Mason

Provost Mason deferred her time to President Schulz.

3. Visit from President Schulz

President Schulz shared handouts regarding faculty /staff salaries that he has been using for the college visits. To add geographic diversity, they propose adding three schools to the current list of benchmarking institutions. Care needs to be taken when considering establishing a different set of benchmarks for each specific set of 2025 goals. It is important to stick with the same set of institutions, at least initially. They wanted to pick schools that were balanced and similar to K-State. The three additional schools fall into the undergraduate population range of 14,000 to 25,000 and graduate range of 3,000 to 7,000 students that do not have medical or law schools. One of the issues voiced during the salary forum was concern about what are we doing for the long term as well as addressing salaries on the short term. Therefore, they have recommended establishing an eight person group, four representatives designated by Faculty Senate and four from Administration. This group will spend a semester looking at the long term compensation issues with the report to be completed by December 2012. Everyone agrees that dollars need to be invested in salaries; however, we want to make those investments appropriately. This group will be asked to address starting salary adjustments, increasing promotion increments, discipline specific salary adjustments, incentives for doing funded research, and “block grant” programs for merit increases. The issues raised in the Unclassified Professional Task Force report need to be looked at by the human capital consultant; this eight person group will only deal with faculty salaries. The K-State Salary Benchmarks concept passed by FS suggested three year increments to reach median salaries. They agree that setting goals based on a median salary of the benchmarking schools is a reasonable approach. K-State has a lot of important needs. We have to balance our financial house so that we are addressing salaries, maintaining infrastructure, and bringing in new faculty and staff; we need to make progress in a regular and systematic way. President Schulz voiced his appreciation for having an engaged faculty and staff to help us be a better place. Senator Easton shared that the message has been that the way to get donors to fund salaries is through endowed chairs or professorships. His college received one of these; however, the recruitment process ended in a failed search which resulted in a waste of resources. The purpose of his comment was to highlight the drain this can have on a department. President Schulz acknowledged the concern; he responded that one area that we have enjoyed some success in is raising external money. One proven way to raise money for salaries is through professorships and endowed chairs. Again, a balance has to be maintained. Senator Lynn Sherow

voiced the importance of Benchmarking Principle #2 in the FS document, stating that she hoped it would be retained. Schulz stated that it is important that salaries need to be considered by discipline. Provost Mason reported that they are reviewing this down to department level so that discipline variances are addressed. Senator Spooner, after clarifying the original set of benchmark institutions was top-50 land-grants without medical schools and that research dollars and endowment has consistently been part of the benchmarks, inquired about why a different set of institutions is being proposed. President Schulz responded that the first set were schools that the Board of Regents (BoR) has recognized as peers. He stated that it is good to have a set of schools that are already in the top-50 to which to aspire to and to also have a set that are close to where we are now. Some schools in this mix have significantly more faculty than we do. Senator Cox summarized how the top-50 schools are determined. It was pointed out that various indicators have been established and a school only has to meet *one* of those indicators in order to be in the top-50. Senator Hubler, after mentioning that another measure for excellence is conducted through the Chronicle of Higher Education which ranks according to research output, i.e. peer reviewed articles/books, asked why is this not part of our measures. President Schulz said that they will take a look at this; they are open to appropriate quantification. Senator Rintoul inquired about how challenging it would be to make a case to the BoR and the Legislature when the case is going to be “we would like for K-State to be at 120% of its peers.” President Schulz stated that when faculty salaries went over six figures, a threshold had been reached because many would feel like they would like to have that kind of salary. He wants to sell a plan to the BoR, one in which they have to provide some flexibility each year in order for us to pursue it. Senator Keen observed that most faculty probably did not focus on the initial 2025 benchmark schools. In her department there is skepticism regarding reaching 2025 goals. To obtain buy-in on campus, it is important to know where we are at now. There is a publication from Arizona State University that lists the criteria of top institutions which may be important to look at. Senator Hosni stated that it is important to look at the positives: we now have a roadmap; a vision of K-State 2025 and this is exciting. President Schulz stated he wants this to be a collaborative effort. Someone commented that there are few departments already in the top 10 of their field. What will happen to these departments as time continues. There is no desire to pull resources from a high performing unit to bolster others. To achieve top-50 ranking, we need to have a few top 5 and top10 programs. They want to be sensitive as well as strategic in dollar investments. President Schulz also announced he is hopeful that a mid-year merit pool may be offered this year. President Bloodgood expressed Faculty Senate’s appreciation to President Schulz and Provost Mason for visiting.

4. Approval of June 12, 2012 minutes

The minutes for the June 12, 2012 FS meeting were approved as submitted.

President Bloodgood presented Past President Tom Vontz with a plaque of appreciation from the BoR for chairing the Council of Faculty Senate Presidents during 2011-2012.

5. Annual reports to Faculty Senate

A. Affirmative Action report – **Attachment 1**

Roberta Maldonado-Franzen, interim director of Affirmative Action, presented their office’s annual report. The number of contacts regarding recruitment and selection experienced a dramatic increase; largely due the tracking methods they are now using and the changes to recruitment procedures that raised questions. Five informal and two formal sexual violence complaints were received during the year. A total of 36 formal complaints were received. As the ADA coordinator for the university, one grievance and four interactive processes were handled. Ms. Maldonado-Franzen encouraged anyone with questions to contact her office. President Bloodgood expressed Faculty Senate’s appreciation for the work that the Office of Affirmative Action does.

B. Grievance Chair report – **Attachment 2**

Todd Goodson was not able to attend the meeting; however, his report was distributed with the agenda. He was awarded a certificate of appreciation recognizing him for his four years in this position

C. Mediation Services report – **Attachment 3**

Ernie Perez was unable to attend the meeting; however, his report was distributed with the agenda.

D. Ombudsperson report, Kelli Cox – **Attachment 4**

Senator Cox reported that 10 fewer consultees were seen by the ombudspersons during the reporting period with the nature of complaints being about the same as previous years. On behalf of the ombudspersons, they appreciate the professional development opportunity that they were able to attend. K-State is unique in that ombuds duties are in addition to what they already do. They plan to start meeting monthly to improve communication and to attempt to derive equity with the work load.

E. Honor & Integrity System report – Steve Starrett – **Attachment 5**

Dr. Starrett reported that Dr. Roberts gave 48 presentations during the year to 2600 students regarding the honor and integrity system. The most common violations are unauthorized collaboration and plagiarism. He has been visiting with Dr. David Stewart, Division of Continuing Education, regarding ways to better address cheating in online courses.

6. Report from Standing Committees and Student Senate

A. Academic Affairs Committee – Andrew Bennett

Senator Bennett reported that Academic Affairs has no action items to bring forward. A work group is reviewing the current Approval, Routing, and Notification instruction manual for course and curriculum changes. Faculty Senate passed revised K-State 8 tagging criteria at its June 12, 2012 meeting and distributed that information to those requested. After conversation at the last Senate meeting, the process used for this item was reviewed and determined to have been followed correctly. Senator Bennett has not received any comments since the criteria were distributed.

B. Faculty Affairs Committee (FAC) – Melia Fritch/David Thompson

Senator Fritch reported that FAC had no action items to bring forward. They continue to work on revisions to the University Handbook. Please contact her or Senator Thompson with any questions or concerns.

C. Faculty Senate Committee on Technology (FSCOT) – Dave Rintoul

Senator Rintoul reported that FSCOT is looking into the electronic textbook concept. In April, FS passed a resolution for more transparency on the cost of textbooks and a contractual agreement with Varney's. Varney's has addressed these issues and has provided a more user friendly website that provides multiple suppliers for textbooks or e-textbooks and the prices for these options, proving that resolutions can have an impact.

D. Faculty Senate Committee on University Planning – Bob Condia

Senator Condia reported that Bruce Shubert attended their September meeting. Shubert reported that the budget will be flat and that the governor is looking for targeted areas for funding, such as Vet Med. In 2014 it is believed health care costs will remain the same. A debt was serviced in Facilities so now there are additional monies to spend on infrastructure. K-State won the energy challenge against KU. The Rec Center expansion is moving along, the new feed mill is under construction, the Justin Hall expansion is complete and the fundraising for the East Stadium Welcome Center is going well. Energy meters have been installed on buildings so we should be able to see how we can be more sustainable in regard to energy. FSCOUF suggested that it would be good to have someone in Planning with historical building expertise. Discussion for how the Master Plan will be administrated is on the table. Ayers Saint Gross will be back in October with design plans. The master plan will help the President with fundraising. Senator Condia emphasized the importance of faculty and staff to attend the forums and offer input. We still have time to influence the master plan. FSCOUF forwarded three nominations to serve on the city/university special projects fund committee. We need to get in front of this and work in collaboration with SGA. If anyone has any ideas about a faculty club, bring them to him.

E. Student Senate – Emilee Taylor

Senator Taylor reported that SGA is currently discussing K-State's Student Union spatial concerns, wanting to be proactive rather than reactive in regard to the Union's future. They are also working with the new Vice President for Undergraduate Programs on a recruitment/retention student success effort. If you have any thoughts about such an effort, contact Emilee at emileet@ksu.edu. Recent changes to their by-laws were made. If anyone knows of any students that want to get involved in SGA, there are several positions open which they would like to fill. They can fill out interest forms for at-large positions. Senator Clark asked about what SGA is doing to get the student vote out in November. SGA is working to coordinate efforts with other groups on campus and will be working with the League of Women voters as well.

7. Announcements

President Bloodgood would appreciate any feedback, thoughts, etc. about the information presented by President Schulz. Your feedback and thoughts will help FSLC as they continue to move forward and would also be valuable to the eight-member task force. The four Faculty Senate representatives for this eight-member group are Dr. Brian Spooner, Dr. Mo Hosni, Dr. Julia Keen, and Jennifer Gehrt.

Senator Lynn-Sherow stated she seconded Senator Hubler's suggestion about including research output as a benchmark indicator.

Senator Clark stated he was confused because the handout says "faculty and staff" but we learned from the President that unclassified professionals are not included in this particular salary initiative. We need to be clear at what we are looking at.

Senator Kingery-Page reported that a sculpture near the Beach Museum, created by Dan Snow, an internationally known environmental artist, was vandalized. This sculpture was made of durable dry laid stone and was built using centuries old techniques.

8. For the Good of the University

- Manhattan campus State of the University Address/Fall open forum – Friday, September 28, 2012, 3:30 pm, Alumni Center
- Salina campus State of the University Address/Fall open forum – Friday, October 12, 2012, 9:30 am, College Center Conference Room
- Senator Fritch invited everyone to two Hale Library events next week. On September 17, 2012, 4:00 – 5:30 p.m., the Dow Center for Multicultural and Community Studies will celebrate the 40 years that the multicultural center has been in existence. On September 18, 2012, at 3:30 p.m., a reception and exhibit will be held in honor of author David Dary, who will also deliver the Huck Boyd lecture this year. For more information, please go to <http://www.lib.k-state.edu/events>.
- Senator Lynn-Sherow suggested that FS should invite the new Vice President for Undergraduate Programs to visit.

9. Adjournment

The meeting was adjourned at 4:50 p.m.

Submitted by: Loleta Sump, Faculty Senate Secretary

2012/2013 Faculty Senate meetings (second Tuesday of the month; 3:30 pm; Union Big 12 room):

October 9, 2012 (**Faculty Senate Photos, 3pm: Forum Hall**)

November 13, 2012

December 11, 2012

No January meeting

February 12, 2013

March 12, 2013

April 9, 2013

May 14, 2013 (New senator orientation, 2pm, Union Big 12 room)

June 11, 2013