

MINUTES
KSU Faculty Senate Meeting
Tuesday, November 12, 2013 3:30 pm
K-State Union, Big 12 Room

Present: Andrews, B Anderson, J Anderson, Auten, Barden, Beard, Bennett, Bishop, Blair, Bloodgood, Bolton, Bonella, Bormann, Burenheide, Caldas, Cauble, Chakrabarti, Clark, Cochran, Cox, Crawford, Davis, DeRouchey, Devore, Dille, Dissanayake, Dodd, Ehie, Farmer, Fullagar, Garcia, Goodson, Guzek, Hartman, Hoag, Holcombe, Hosni, Hubler, Jones, Keen, Kingery-Page, Knackendoffel, Krishnamoorthi, Lara, Larson, Lavis, Lindshield, Linville, Lynn-Sherow, Maatta, Markham, McCrea, Moser, Narayanan, Nuss, Pacey, Pankl, Raine, Ransom, Reed, Rintoul, Rogers, Satzler, Schermerhorn, Schmidt, Schooley, Schultz, Sherow, Smith, Spooner, Stark, Stewart, Sump, Swilley, Unruh, Van Horn, Wang, Warner, Weiss, Willbrant, and Zajac

Absent: Aakeroy, Brody, Dover, Easton, Fallin, Faubion, Gamez, Jackson, and Jani

Proxies: Armbrust, Bannister, Featherstone, Goins, Mosier, Pahwa, Patell, and Reese

Guests/Visitors: Jennifer Gehrt, Gary Leitnaker, and April Mason

Parliamentarian: Jerry Frieman

1. President Julia Keen called the meeting to order at 3:30 p.m.
2. The October 8, 2013 minutes were approved as submitted.
3. Open discussion period – by senators from the floor
Senator Garcia requested to read a statement regarding concerns that he wanted to share with fellow senators:

My comments today are intended to focus on our current budget situation, its impact, and available options. As you know the legislature decreased the budgets for the Regents' institutions in Kansas. This forced our central administration at K-State to adjust their budget accordingly and reevaluate how to meet the financial needs of the university. The remedy for the budget shortfall put forth by our central administration was to implement a permanent budget cut to all programs and departments across the university.

I would like to take a few minutes to speak about this permanent budget cut facing programs and departments this year and for the next few years. My reason for speaking about this is I am concerned that a large number of faculty and students at K-State do not truly appreciate the ramifications of the permanent budget cuts on the quality of our programs and the education of our students.

I have been the program director of Communication Sciences and Disorders for 15 years and these planned budget cuts for this year and the next few years will have the greatest long-term negative impact on our program that we have faced since I have been at K-State.

After spending many hours and a few sleepless nights evaluating the situation, the only way that our program can cover these permanent scheduled cuts is to raise student fees, eliminate support staff, instructor lines, faculty lines or GTAs/GRAs, or some combination of these options. Because these are permanent cuts, I have not found a way to simply absorb them. I am fearful that these financial cuts will result in irreparable damage to many programs and

departments across the university, diminishing our ability to meet the needs of our undergraduate and graduate students. Specifically, these cuts may force programs and departments to limit access to courses, diminish research opportunities for faculty and students, and hamper the ability of faculty to provide timely and accurate advising. I am also concerned about how these cuts will impact the faculty/programs/departments ability to continue moving forward on 2025. I committed many hours in the development of outcomes for the College of Human Ecology to achieve the goals of 2025, as I am sure many of you did for your Colleges. Unfortunately, at a time when additional resources are needed to make 2025 a reality, resources are being reduced.

I encourage all of you to discuss this topic with your fellow faculty members and Department heads/Chairs to better understand what the short-term and long-term impact will be for your programs and departments.

I am interested in hearing from others on how your program/department is addressing the budget cuts and what will be the impact on student education. It might be helpful to the President, Provost and Board of Regents to better understand the impact of the proposed permanent budget cuts if this body provided some hard data.

Thank you for listening – Robert Garcia

Senator Sherow voiced concerned about the communications being used, i.e. human capital; we are not a computer on a desk. Words matter! Senator Cox thought it interesting that the budget that went forth to the BoR indicated that tuition would pay for salary increases but if you look at the allocation of tuition dollars, it appears all are going to other initiatives and the reallocation dollars are paying for the salary increases. Senator Hoag said it appears that none of us knows what is happening across the university in terms of the impacts of the budget and it would seem helpful and appropriate to have a sense of what is happening across the campus. President Keen responded that after having spent time with the legislators, Board of Regents, and having conversations with the President and Provost, no one seems to have a clear sense of the full extent of the impacts of the budget cuts. She went on to say that "...as a tax payer, if I know nothing more about K-State and if the message is about all the good things being done, then if I am being asked to do more with less and we are doing it so well, why not cut some more." Senator Barbara Anderson stated that the reports from the Colleges to the President regarding how they will handle the cuts have not been submitted yet so if we were to ask Colleges now, they would not have an answer. Senator Sherow stated that the A & S Dean indicated that he could do aggregate calculations; however, he would like to have specific details from individuals as to how they are being impacted. Senator Garcia stated that thus far legislators, BoR, etc, have received a free pass. They have not been held accountable for the painful sacrifices their decisions have caused. Senator Dodd stated she was reminded of Senator Ransom's comment about when are we going to admit that achieving K-State 2025 is not possible. Senator Hosni recommended that perhaps the college caucus chairs could pull together information about how their Colleges are handling the cuts. Senator Bennett stated this could be handled by FS Executive Committee since all caucus chairs have representation on that committee. Senator Sherow asked how quickly this could be done. Legislators will be coming to session in January and are talking about asking the BoR to freeze tuition. President Keen took a general poll of College representatives to see how most are handling the cuts. She commented that this will be helpful for the new budget committee. She asked caucus chairs to confirm with the body they represent as to how each are handling the cuts, i.e. are they absorbing the cuts centrally for this year or are they being passed to the department level. Past President Bloodgood stated that just because a college absorbs cuts centrally does not mean that it does not affect the units since the money is not available for things that it would have otherwise been spent on. President Keen stated that across-the-board cuts are not strategic. Senator Stewart commented that we have not seen the economic impact of universities on the state; the impact of the cuts needs to be quantified. Legislators are interested on return on investment. Senator Sherow stated that as this approach is taken, the uniqueness of the humanities must be considered because it is hard to quantify their impact. ACTION ITEM: Caucus chairs are to gather information about how their college

or unit is handling the budget cuts and send it to Candace LaBerge or President Keen by November 27, 2013 so that it can be discussed at FSEC (Executive Committee). Include a compilation of the items that have been sacrificed this year only, please. Senator Guzek stated that perhaps it is time to think strategically about other revenue streams to minimize our dependence on public money. Senators Kingery-Page stated and Senator Lynn-Sherow affirmed that we have always been underfunded by the legislature. The State of Kansas owns this institution, the physical plant, and they should help to support it.

4. Approval of Consent Agenda (page 3) – Dave Rintoul – (Supplemental information in **Attachment 1**)
President Elect Rintoul moved to approve the consent agenda. No discussion. Motion carried.

5. Report from Standing Committees and Student Senate (3:52 – 4:22 p.m.)

A. Academic Affairs –Andy Bennett

• Undergraduate Academic Credit Certificate Policy – (**Attachment 2**)

Senator Bennett moved to approve the undergraduate academic credit certificate policy. He provided the history that led to the proposed changes. If it is not a credit bearing certificate, this does not apply. Motion carried.

B. Faculty Affairs – Betsy Cauble

Senator Cauble reported that FAC had no action items. They had an exciting month as they participated in the establishment of the Professional Staff Affairs Committee. Cindy Bontrager, interim vice president of administration and finance, came to discuss personnel issues that require money, tuition grants, 9 month employees paid 12, waiving fees for online classes for employees, etc. There does not appear to be a way to pay 9 month employees in 12. They are, however, looking at other options to see if some things can be augmented to help those summer months. The committee also talked about non-tenure track positions. There does not appear to be many of these and those that we do have seem to be clustered in only a few colleges. The Post Tenure Review Proposal is now with the Office of General Council for review.

C. Professional Staff Affairs – Danielle Brown

Mary Anne Andrews, co-chair, stated they have met once on their own. She commented that unclassified professionals are very appreciative of the opportunity to have a Professional Staff Affairs committee. They are currently in the information gathering phase. Cindy Bontrager visited with them about tuition assistance. They are also researching the difference between regular and term appointments. PSA had no action items.

D. Technology – Don Crawford

Senator Crawford announced that Office 365 migration will occur for the whole university on January 6, 2014. Training dates have been announced. They are November 14, 9:00 a.m. – 10:30 a.m. in KSSU room 227 and November 19, 1:00 p.m. – 2:30 p.m. in KSSU room 227. He encouraged everyone to attend one of the training sessions. They will also be doing three of these trainings via Zoom. Salina's IT staff are being trained and they will train those on the Salina campus. Do not start house cleaning if you haven't done it yet.

E. University Planning – Barbara Anderson

Senator Anderson reported that FSCOUP had no action items. Jeff Morris, vice president of communications and marketing, attended the last meeting to talk about how the university is planning to communicate with the legislators. They are going to be paying much more attention to the questions being asked. A few key notes include how we are being efficient, ROI (Return on Investment), retention, and graduation rates. Pizza and Politics will be held Thursday, November 14, 2013 at 5:00 p.m. at the Alumni Center. In December Sue Peterson will attend the FSCOUP meeting. She also mentioned the City/University Funds recommendations that FSCOUP will put forward to President Schulz. One of the recommendations had to do with pedestrian crossings on Denison Ave. Senator

Cauble stated that those individuals in Grain Science are interested in the safety of pedestrians crossing Kimble Ave. as well.

F. Student Senate – Kyle Nuss

Senator Nuss reported that Student Senate meets weekly and they have been busy. They have allocated money to 22 student organizations and to two departments, OSAS and the KSDB radio station. Newspapers are free to students and the dispensers will be relocated to higher student traffic areas. The tuition strategy committee will meet for the first time next week. The retention strategies task force will begin meeting. KSSU architects have brought forward preliminary proposals and will be back. \$25 M will not get them all that they want. Candidates for the VP of Administration and Finance will be on campus next week.

6. Announcements

- Legislative tour took place in November. President Keen briefly updated senators about the visit.
- Board of Regents campus visit also took place in November.
- Update on University Budget committee (http://www.k-state.edu/today/announcement.php?id=10568&category=from_the_administration&referredBy=K-State Today Archive)
- Pizza and Politics – November 14, 5:00 pm, Alumni Center ballroom

7. Topic for Discussion: VP for Research (**Attachment 3**)

President Keen opened discussion regarding the VP for Research by acknowledging the members of the search committee who were present: Dr. Mary Rezac, Paul Lowe, Duane Crawford and Kyle Nuss. She began the discussion by noting that a comment was made during the FSLC meeting that we do not necessarily know what a VP of Research does at other universities. The search committee members were present to receive suggestions/concerns regarding the job description.

Senator Cauble asked why the VP of Research needs top security clearance? President Keen responded that he/she may bring in research from areas such as NBAF and would need such clearance.

Senator McCrea inquired about the meaning of “...respond to legislation and rule-making...”? The response was that if something was imposed at the state or federal level, this position is responsible for conveying the information to the university community. Senator Farmer commented that some rules apply to having research be accessible.

How does this position description differ from what is currently done? President Keen responded by clarifying that there may not be a position description available from the time that Ron Trewyn was hired. The proposed job description is a collaborative effort to describe what is needed for our university.

Senator McCrea voiced deep reservations about how the search committee is going to ensure that the successful candidate understands the wide range of disciplines that this position will represent and support. The committee itself needs to understand the range of what is needed by our university to be sure a candidate can provide what is best for the university. Senator Nuss responded, as a member of the search committee, that effort was made to make sure the committee has the representation it needs. Senator Dodd reiterated that the support for humanities has been lacking. Senator Anderson stated that we respect design and social endeavors, but there needs to be action to reinforce this. Senator Lara noted people in the humanities do research and they want to make sure whoever is hired knows this and realizes that real concrete support is needed. They

need resources and time, like any other department. These have been lacking and need to be cultivated.

Senator Chakrabarti commented that he would like to see this person be someone who can connect with the people at the university who really understand and do research, the faculty. He/she truly needs to understand the challenges that faculty face and how the VP of Research can assist them.

Senator Hosni noted this will be a two or three phase project in reviewing vitae, interviewing, etc. He would like the search committee to request additional time in the interview process, beyond their presentations, for faculty to interact and converse with the visiting candidates.

President Keen shared information attained at APLU during a session regarding what a VP of Research does. Trends are leaning toward their importance to economic development. Emphasis on multi-discipline research and industry connections were vocalized as important. This position will play a critical role in continuing the 2025 vision.

Senator Guzek inquired about the usefulness of reinforcing the idea that this person will need to have the ability to assist the campus community with a cultural transformation. A good question to a candidate would be about what they see as our weaknesses and how he/she would propose making the cultural transformation needed for us to achieve becoming a top 50 research university.

8. The meeting was adjourned at 5:06 p.m.

Submitted by:
Loleta Sump,
Faculty Senate Secretary

Next meeting: Tuesday, December 10, 2013; 3:30 p.m., Union Big 12 room

**CONSENT AGENDA
ACADEMIC AFFAIRS**

1. Undergraduate and graduate course and curriculum changes (see attachment 1 for supplemental information):

UNDERGRADUATE

College of Human Ecology (approved by college on October 1, 2013)

COURSE ADDITION

Center on Aging

Add:

GERON 400 Biogerontology: K-State 8 Tag: Natural and Physical Sciences

GRADUATE (approved by Graduate Council on October 1, 2013)

COURSE ADDITIONS

Veterinary Medicine

DMP 963 Advanced Molecular Biology of Foodborne Pathogens

DMP 971 Seminal Papers in Molecular Biology

CURRICULUM CHANGES:

College of Education

Changes to the M.S. in Academic Advising

Changes to the College Student Development Emphasis (MS)

College of Human Ecology

Changes to the Marriage and Family Therapy Specialization within the Human Ecology PhD

Changes to the Personal Financial Planning Specialization within the Human Ecology PhD