

MINUTES
KSU Faculty Senate Meeting
Tuesday, September 13, 2016, 3:30 pm
K-State Union, Big 12 room

Present: Aakeroy, Ackerman, Aramouni, Ayres, Barkley, Barnett, Bennett, Bergtold, Betz, Charney, Chumachenko, Cochran, Corwin, Craft, Crawford, Crow, Devore, Doll, Duncan, Eiselein, Elsasser, Falcone, J. Fallin, Glymour, Gonzalez, Guzek, Hachiya, Hageman, Hamilton, Harding, Hartman, Hauck, Hedrick, Heinrich, Hettiarachchi, Higginbotham, Hoag, Hoeve, Hsu, Hughey, Kanost, Kennedy, Kennelly, Lehman, Lehning, Lindshield, Maatta, Markham, Maseberg-Tomlinson, Meekins, K. Nelson, N. Nelson, Reinert, Renberg, Rice, Roozeboom, Schlup, Schultz, Spears, Sump, Titgemeyer, Van Ranken, Vardiman, Warner, Wilson, Wood, and Zajac

Absent: Andrews, Chavez, Finkeldei, Gabbard, Goodson, Martini, McCrea, Narayanan, Schaake, and Zolkiewska

Proxies: Barden, Bolton, Bormann, D. Fallin, Ferguson, Haar, Hosni, Hutchinson, Lavis, Leitnaker, Littrell, Maghirang, Raine, Roush, Saucier, Simser, Spooner, Stevenson, and Yu

Guests/Visitors: Travis Gill, Scott Jones, and Steve Starrett

Parliamentarian: Jerry Frieman (absent)

1. President Andrew Bennett called the meeting to order at 3:33 pm
2. The June 14, 2016 minutes were approved as submitted.
3. Dispute Resolution and Honor and Integrity System Reports
 - A. Ombudsperson report, Scott Jones – **Attachment 1**
 - There were 62 reports and ombuds spent 84 hours providing consultative services. The number of women consultees was down from the prior year, with the number of men consultees up. Faculty and graduate students were relatively consistent. The main issues addressed were in relation to supervisor/employee relations, termination issues, and working conditions. Ombuds persons will seek out opportunities to participate in training and development, with the next opportunity taking place in Michigan in 2017.
 - B. General Grievances report, Mustaque Hossain – **No cases to report on**
 - C. Mediation Services report, Terrie McCants – **Attachment 2**
 - Based on the report submitted, there were five inquiries/requests for mediation services: one resulted in a mediated agreement, two had employees terminated before mediation occurred, one was referred back to Ombudspersons, and one was referred back to the Office of Institutional Equity. If there are questions about the report, please email or call Terrie McCants or President Bennett.
 - D. Office of Institutional Equity report, Travis Gill – **Attachment 3**
 - There are two new staff members in the OIE office.
 - OIE provided 46 presentations to 1,983 students staff and faculty in the 2015-2016 academic year. This is an increase from 21 presentations reaching 1,400 people in the previous year.

- There were a total of 219 complaints made to OIE by 170 individuals (some individuals claimed multiple violations in a single case). Of the 219 complaints, 91 were Title IX related issues. There were 93 concerns brought forward by students compared to 59 in the previous year.
- OIE has been preparing for an online training that will be required by all faculty and staff regarding Diversity and Title IX. Those who are interested in piloting this program and giving feedback to OIE should contact Travis Gill.
- OIE tries to address trends as a campus-wide response. They have recently collaborated with the K-State police department to see what the concerns are across campus that would provide a difficult climate for faculty, staff, and students.

E. Honor & Integrity System report – Steve Starrett – **Attachment 4**

- There were a record number of cases in the past year. There were 309 cases of Honor Code Violation Reports to the Kansas State University Honor & Integrity System. There were 343 students that were reported. Forty-seven Honor Council hearing panels were convened to determine if a violation had occurred and, if appropriate, what the sanctions should be. Plagiarism (39%) and unauthorized collaboration (25%) remained the most frequent violations. An XF was a sanction for 11% of the violators. Fifty-one educational presentations were made to over 3,250 students and about 150 faculty or staff. One-hundred five students completed the Development and Integrity course. Dr. James Teagarden, Associate Professor of Special Education, Counseling and Student Affairs, has become the Chair of the Honor Council.

4. Report from Standing Committees and Student Senate (4:00-4:29)

A. Academic Affairs –Teresa Hartman

- Academic Affairs met last Tuesday. The Curriculog Implementation team met many times over the summer and will continue to meet. All of the forms and user roles are entered into Curriculog. They are currently testing the workflow system to make sure it goes to the appropriate personnel for approval. Once this testing with the implementation team is completed, four pilot colleges will pilot Curriculog and it is anticipated this will take place in Spring 2017.
- One of the course change forms, Appendix C, still refers to UGE, the general education plan prior to K-State 8, which was five years ago. Academic Affairs plans to remove those references. Students who are still in the previous UGE plan will be able to continue; however, all references in the form will be removed shortly.
- New Undergraduate Research courses are currently allowed to go through the expedited process, but beginning in Spring 2017, these courses will need to go through the non-expedited process. If you have a research course you want approved, you may wish to submit it through the expedited process this fall.
- Academic Affairs was asked to look at the interdisciplinary program approval process (when a new curriculum is coming through multiple colleges) and will do so this year.

B. Faculty Affairs – David Lehman

- Faculty Affairs first met last Tuesday. The main item of discussion was the formation of a TEVAL working group. Because Faculty Affairs is a representative group of faculty from all colleges, the Provost's Office asked Faculty Affairs to take this on. A representative from Academic Affairs will join as well as an additional student representative. Jana Fallin will be invited to talk with the group in the near future.
- Once the Provost approves of the previous changes made to Section C, Faculty Affairs will look at making additional revisions to that section of the handbook.
- Two committees, the Faculty Salaries and Fringe Benefits committee and the University Handbook and Policy committee, report to Faculty Affairs. They will be appointing FAC representatives to

these committees and will assist in getting meetings started for the UH&P committee, as they have not elected a chair yet.

C. Professional Staff Affairs – Loleta Sump

- PSA met with the Faculty Senate’s General University Caucus on Tuesday, September 6. They invited HCS representatives to the meeting to give a status report for Total Rewards. Cheryl Johnson, Derrick Smith, and Jennifer King were the presenters. The presentation quickly became a question and answer period. As can be expected, there was a split in viewpoints among the group. The managers/supervisors are concerned about not having information on the job classifications assigned to their employees. This group voiced that they would appreciate if the letters were delayed for a month so that they can be better informed. General Meyers will make the decision regarding whether or not the letter should go out to employees on September 30th. Discussion:
 - A senator questioned the objective of the letters. It is to notify individuals of individual job title and salary, within the larger new staff position structure.
 - Another senator asked about the effect the letters may have on employees. There are concerns that many would not be happy.
 - Other concerns were raised regarding the lack of information available to the managers and supervisors regarding their employees’ titles and salaries.
 - Overall, PSA is supportive of Total Rewards and the structure it provides, but the lack of information is challenging.
 - PSA will begin looking at the proposed PPM 4450 chapter revisions and their correlation to the University Handbook.

D. Student Senate – Jack Ayres

- The committees are working on a number of things, including outreach and how to connect with students on large policies. Chairs were found for a new committee on senate membership to make senate more inclusive of all members of the campus. Appointments were made to various university committees in need of student representation.
- In the Collegian today there was information about a resolution the students are working on regarding BYU joining the Big XII.

E. Technology – Lisa Crawford Craft

- Technology met last week and Rob Caffey joined their meeting and shared concerns regarding Total Rewards in his department and concerns over recruiting and retaining IT staff members. There are numerous phishing scams that have been taking place. The largest group targeted is students, faculty, and staff who are new to K-State. Canvas updates and changes were reported on. Currently, data on KSOL Classic is securely saved; however, in the future we will need a mechanism for faculty and staff to access the information without Classic in order to realize the full cost savings. They will continue to discuss web content accessibility.

F. University Planning – Spencer Wood

- FSCOUP’s first meeting was last week. Gary Leitnaker, a member of the committee, updated the committee regarding the furlough policy guidelines. Concerns were brought to Gary last spring and the following information was discussed in the last meeting:
 - Concern regarding people funded by grants – this is largely protected now. Individuals who are grant funded are not to be furloughed.
 - Concern regarding the tiered system of furloughs based on salary. The initial salary ranges are now expanded so there are more tiers toward the upper end so those who are paid more are included in an emergency furlough.

- Concerns stating that no classes would be cancelled. This concern was conveyed to Gary and others in HCS and they presented these concerns to Deans Council who gave overall support, however, this was not supported by upper administration. There are continued concerns that if we do not cancel classes it appears as though we are able to continue our operations regardless of the financial cutbacks and sends the message that we can continue to do more with less.
- President Bennett emphasized that we are not close to furloughs so this is not imminent. This policy is being put in place in case a situation occurs like we experienced in Summer 2015. The policy was updated to cover emergency situations that require a furlough. The current furlough policy indicates that 30-day notice must be given, which was not available in the summer of 2015 when they no longer had the authority to spend money even though the money was available.
- FSCOUP will also work on the City/University Fund project recommendations. Beginning last year a new process started that is now more collaborative with the three senate bodies with FSCOUP taking the faculty side forward to the joint leadership meetings. They will also discuss Respectful Workplace and the Principles of Community. They have asked Travis Gill to meet with FSCOUP regarding the language on how sexual assault investigations will be handled on campus and if there are trainings that should be occurring.

5. Announcements (4:30-4:40)

- A. Draft Weapons Policy Forum – September 15, 2-3:30 pm, Union Forum Hall
There is a forum scheduled for September 15th and the Weapons Advisory Group is asking for additional feedback that constructively improves the policy as drafted, within the realm of the law. The closing date on feedback is September 16th. The draft weapons policy is available on the VP of Administration and Finance website.
- B. State of the University Address –
 - Friday, September 23, 3:30-4:30 pm, Alumni Center main floor – Manhattan
 - Thursday, October 6, 9:30-10:30 am, College Center Conf. room – Salina
- C. Professors of the Week selection are complete. Candace will be contacting these individuals this week.
- D. Faculty Senate Committee photos will be taken at committee meetings this year. The full Faculty Senate photo will take place on October 11th at 3:15 in the Union Forum Hall.

6. Open discussion period for senators as needed

- A. Jack Ayres was asked to give more information on their resolution opposing BYU entering the Big XII. This came in response to Iowa State's resolution based on information in the University Student Honor Code against homosexuality. The Student Senate is working to create and pass a similar resolution as was put forward by Iowa State. The students want the Big XII to support an inclusive student environment. The goal of the Student Senate resolution would be to encourage Big XII presidents to vote against BYU's admission into the Big XII. A lively discussion ensued.

7. The meeting was adjourned at 4:57 pm.

Respectfully submitted by:
Mindy Markham
Faculty Senate Secretary

Next meeting: Tuesday, October 11, 2016; 3:30 pm, Union Big 12 room