

MINUTES
KSU Faculty Senate Meeting
Tuesday, September 11, 2018, 3:30 pm
K-State Student Union, BIG 12 room

FULL FACULTY SENATE PHOTO DIRECTLY PRIOR TO THE MEETING
3:15 PM, K-STATE STUDENT UNION, FORUM HALL

Present: Aakeroy, Almes, Andrews, Auten, Bannister, Barden, Barkley, Barnett, Barrett, Beebe, Behnke, Betz, Bridges, Briggs, Caffey, Chandler, Charland, Chavez, Chengappa, Clark, Crawford, Culbertson, Daniels, Dodd, Douthit, Dunn, Durtschi, Easton, Eiselein, Erickson, Falcone, Ferguson, González, Hachiya, Hageman, Harding, Hay McCammant, Hosni, Hsu, Hubbell, Hughey, Hutchinson, Ireton, L. Kanost, M. Kanost, Kelly, Kempton, Kennelly, Kiehl, Kiss, Korten, Krysko, Larson, Lavis, Lehning, Lindshield, Luly, McCornack, McDiffett, McGlynn, Meekins, Mirafzal, N. Nelson, Nguyen, Passarelli, J. Pitts, Raine, Reed, Reznikoff, Roozeboom, Rosenkranz, Shappee, Stoney, Tanona, Thomas, Tiemeyer, Ugrin, Vardiman, Von Bergen, Wood, and Zajac

Absent: Chumachenko, Crow, DePaola, Finkeldei, Hauck, Higginbotham, Martini, L. Pitts, and Renberg

Proxies: Bergtold, Bormann, Hettiarachchi, Hohn, Kingery-Page, Kulesza, Littrell, Markham, Patell, Saucier, Schermerhorn, Stevenson, Weaber, and Yu-Oppenheim

Guests/Visitors: Rebecca Hackemann, Mustaque Hossain, William Johnson, Scott Jones, Cleopatra Magwaro, Camilla Roberts, Bryan Samuel, Andrew Smith, and Charles Taber

Parliamentarian: not present

1. President Spencer Wood called the meeting to order at 3:36 pm.
2. The June 12, 2018 minutes were approved with one change: Section 4 library update: retrieval from KSU collections will not occur while materials are in storage.
3. Guest: Provost Charles Taber
 - A. Self-introduction: A political scientist who is committed to basic principles of public higher education; holds a philosophy that administration is to be transparent, deliberative, mission driven, and data driven in decision making. Believes in making decisions based on data and measuring ourselves against new data. Has observed that K-State mission is clearly articulated and should drive everything we do. Need to offer broad access to education; engage in expanding our research; and extend our research. Stated that we are operating in a more constrained environment than at any time in history. We are more tuition-dependent and working with fewer state resources. Emphasized we need to be good stewards of those precious resources.
 - B. Priorities: While interviewing for the Provost and Executive Vice President position, Taber was encouraged by K-State's effort to develop a new budget model. Model we have created is not perfect, but it is light years ahead of the incremental budget model. Declining enrollments mean universities are competing for fewer students. We must be data-driven in enrollment management. Diversity and inclusion are critically important to Provost Taber. Social justice is another area that progress is dependent upon. To make progress, we need a lot of good people at the table to make sure wise decisions are made. Diversity of viewpoints is critically important to make our work better. Focus has been on the budget and enrollment management up to this point.

1. Moving ahead in implementing the budget and enrollment management processes. Running a shadow year under the new budget model to generate reports and data to help guide us into the bridge year. Units will still get the money they would have gotten in the incremental model but those monies will be distributed in the new model with strategic investment funds to make budgets whole. The biggest task is to set up the advisory group that will be the human decision-making component working with the algorithm component. This is all predicated on no reduction in funding from the state. There will be two different types of investments from the strategic investment pool: first portion will go to mission-critical programs; second portion will be used for proposed projects. Advisory committee will have broad representation from the university with academic representation being a priority (to match our academic mission).
2. Implementation of strategic enrollment management will move forward with the already existing steering committee guiding that. Starting with undergraduate enrollments and will move to global, international graduate students.

C. Questions and comments for Provost Taber:

1. Who will be on these committees? 15-20 people divided between representatives of service centers and academics (weighted toward academics) and people who are known to be collaborative.
2. Homogeneity? Will be looking at term limits and representation that rotates.
3. What are the mechanisms in the budget model to drive efficiencies in the service centers? There are none. Service centers will receive the same amount of funding that has been given in the incremental model. Will be realigning services and funding structures that are reflective of what our peers are doing. Many people tend to look at the “other” side and accuse “them” of being inefficient and do not consider themselves as inefficient. Will be looking toward making all units efficient.
4. Where do you see Extension in these priorities? Extension is being held at the same level it has been. It is not part of the budget model. There needs to be conversation at the state level to make sure the state’s level of commitment is reflected in their funding decisions. Need to advocate strongly for increased state support. It helps everyone out if we can increase state support.
5. Are all the colleges represented on these committees? Trying to set up a system where the individuals are not representative of their college/unit. They are representing institutional knowledge and an institutional commitment with their service.
6. What is your vision of what this budget model will do to increase the ratio of funding related to the increased costs of supporting an increasing number of students? This is a very complex problem. There are many considerations that have to be balanced. There are incentives for increasing enrollment, but we cannot allow incentives that are perverse to the academic mission take hold. We also can’t develop an algorithm that can take into account every single competing interest. We may need to look at changing the way we teach in order to be more efficient. I was part of implementing a very similar budget model at my previous institution. We have to make very clear decisions about who we want to be and make sure we are not driving out programs that are important to our university that are more expensive to run (music was the example cited).

4. Guest: Chief Diversity and Inclusion Officer, Bryan Samuel

- A. Self-introduction: Faced a lot of challenges in getting to where he is today. Those experiences provided him with an excellent perspective and he’s grateful for them. Used “The Story of the Elephant and the Giraffe” by R. Roosevelt Thomas to describe his vision for diversity and inclusion.
- B. Projects under way:
 1. Climate Survey to be launched in spring 2019.

2. Diversity Plan: will develop metrics and a level of accountability that will feed into strategic plan.
3. Accessibility: working with Gary Pratt and creating a holistic approach (textbooks, signage, webpages, etc.).
4. KSUnite: Need to continue our march even though the conditions are different than last year. There are still micro-aggressions and micro-inequities that need to be addressed. Students, faculty and staff don't always feel engaged in decision-making. Planning started in May that involved vice presidents and campus leaders to identify resources we can mobilize to create another excellent experience that will keep the momentum going. Need to create meaningful engagement to provide an environment that is inclusive of all individuals.

C. Questions and comments for Dr. Samuel:

1. Dr. Samuel was encouraged to make sure it is a great event. It was reported that one class being affected by the class cancellation represents \$4,000 that students have paid for instruction. When multiplied across the university it's a significant amount of student resources that must be considered and be justifiable.
2. Dr. Samuel shared that some alumni have been approached about participating and providing addresses. Topics and activities being considered are police presence/practices; inclusivity; pre-event workshops in the morning; post-event workshops/dialogues. The next planning meeting is on September 12th.
3. It was noted that diverse police forces (with more women, for example) have fewer problems. Dr. Samuel commented that the problems seem to stem more from the way police are trained.

5. Dispute Resolution and Honor and Integrity System Reports

A. Ombudsperson report, Sarah Barrett and Andrew Smith – **Attachment 1**

1. Barrett thanked Dr. Christy Craft for her two terms of service and her willingness to share her knowledge. It has been invaluable to the new ombudspersons in carrying on the work.
2. The written report provided the number of concerns addressed and specified the areas of those concerns. Interpersonal conflict, work environment and promotion and tenure were the top areas addressed and reflect a steady trend for the most common areas the ombudspersons handle.
3. Ombudspersons reiterated the recommendations from the 2016-2017 reporting year:
 - a. Standardized onboarding
 - b. More training on performance evaluation process.
 - c. Renewed focus on the university's Principles of Community.
 - d. Training for the university community about micro-aggressions and bullying. An onboarding process should include these training areas as well.
4. The ombudspersons had training on August 30th.

B. General Grievance Board report, Mustaque Hossain – **Attachment 2**

Hossain reported that only one case regarding denial of promotion and tenure came forward for possible grievance. The case was denied because it was based on imprecise grounds.

C. Dispute/Conflict/Mediation Services, William Johnson – **Attachment 3**

1. Johnson provided an update on the number of concerns brought forward to Employee Relations and Engagement. He reported that his unit provides a team engagement approach (this precedes team building) so they can identify core issues, address them and then begin the team building process. They trained 706 participants across the state of Kansas on a variety of topics.
2. Recommendations:
 - a. Standardized onboarding process (in support of the recommendation from the Ombudspersons).
 - b. Training on performance evaluation and corrective action processes for all supervisors.

- D. Office of Institutional Equity report, Scott Jones – **Attachment 4**
1. Jones provided handouts. One depicting a Purple Wheel, which assist individuals in identifying resources for non-discrimination support and another wheel identifying resources in Manhattan that are available for a variety of areas of challenge related to safety, mental health and advocacy.
 2. Update regarding the number of cases/complaints handles by the Office of Institutional Equity. 338 complaints were handled in the 2017-18 academic year.
 3. Overview of the process for investigating complaints. An extensive list of categories and the frequency of complaints in each category was provided as well as breakdowns for complainants and respondents.
 4. Institutional Equity staff have been providing trainings, reaching almost 1,900 individuals. An increase in third party reporting has occurred, which is being attributed to education about what is and is not allowable workplace behavior.
 5. Jones clarified that PPM 3010 outlines the absolute minimum standards for the university. The Principles of Community provide the aspirational goals we wish to work toward.

- E. Honor & Integrity System report – Camilla Roberts – **Attachment 5**
1. Roberts reported that the number of cases of integrity violations was up by 23 cases, but most students elected to take responsibility for their actions and did not contest the charges. Roberts stated that the number of upper level student violators outnumber the freshmen numbers. Students facing repeat honor code sanctions are slightly up (to 16 from 14 the year prior).
 2. Roberts expressed thanks to the Senate for approving stand-alone courses for undergraduate and graduate violators.
 3. Turnitin.com will be charging \$60,000 subscription fee for their plagiarism detection software and the Honor and Integrity system cannot withstand the expense of an institutional subscription. Roberts would like to see the students using turnitin.com to check their papers prior to submission and use the process as a learning moment for themselves rather than faculty using it as a policing tool.
 4. Roberts has offered to come to speak to classes but she doesn't want to only come to freshman classes – seniors are also being reported at the same rate as freshmen, so there is a need to remind students throughout their academic careers.

6. Report from Standing Committees and Student Senate (4:30-4:44)

- A. Academic Affairs – Jenny Bormann/Todd Easton: The committee will be working on tightening up the K-State 8 language this year to be sure tags are being evaluated appropriately.
- B. Faculty Affairs – Charlie Barden/Amy Betz: Barden reported that they met September 4th, but there is nothing that needs a vote at this meeting.
1. Will be meeting with the Vice President for Research.
 2. DSO/ISO group satisfaction is very low and groups are unhappy with the reorganization; clubs are receiving information from the Office of Student Engagement (on how to purchase refreshments for their meetings, for example). Betz added that liability coverage for ISO advisors is available but at the advisor's expense.
 3. Will be working to extend dependent tuition assistance to term employees.
 4. Reactivating the Faculty Salary and Fringe Benefits Committee to look at the lack of funds for movement in rank.

- C. Professional Staff Affairs – Kelly Briggs/Ashley Thomas: Priorities are continuing around collaborating with HCS on total rewards and communicating with constituents on their needs and concerns. Would also like to work with Dr. Samuel on the Climate Survey.
- D. Student Senate – Ryan Kelly and Marianna Cruz:
 - 1. Tuition and Fees Strategies Committee process has been changed. Met with each dean and representatives of Faculty Senate Leadership.
 - 2. Campus Climate and Safety Committee will work with the campus community to evaluate the effectiveness of 3010 and efforts, reporting of incidents, follow-up care after incidents. Cruz requested faculty volunteers to serve on the committee so that this can be a true collaborative effort. Looking for three to four volunteers from FS. If interested, please contact Marrianna Cruz at cruzmar1104@ksu.edu.
- E. Technology – Brian McCornack/Michael Raine:
 - 1. Priorities will be focused on the portion of the FS constitution related to their committee so the language denotes that it's friendlier to non-techies.
 - 2. Receiving updates from Gary Pratt on the data center progress and the heroic efforts to get systems back online after the Library fire.
 - 3. Issues:
 - a. Data security will be an important focus area as well as updating the technology strategic plan. FSCOT has a role in being a support to the CIO.
 - b. Cell phone reception in buildings (and resulting safety issues).
 - c. Potential for future data management.
 - d. Implementation of plagiarism safeguards.
 - e. McCornack asked that issues/items of concern be forwarded to Michael or himself.
- F. University Planning – Valerie Barnett/Laurel Littrell:
 - 1. Reviewing Handbook section B95 to see if the policy is doing what it is supposed to do. If colleges have CCOP election procedures, please forward those to Laurel or Valerie.
 - 2. Classroom fees have been prioritized to address furniture and technology needs.
 - 3. City/University funds: a large portion of the funds will be dedicated toward the north corridor project. Proposals approved last year by the City for future funds were crosswalk improvements and the Campus Creek rainwater/flooding issue.

7. Announcements

- A. Strategic Review (KBOR) – letter from Faculty Senate in June (see handout): policy passed the Board of Regents. K-State administrators did carry forward concerns to their colleagues at KBOR. The policy as written appears to give a large amount of power to those outside the university, however, it is the view of President Myers that it is meant to help other Regents institutions to manage program discontinuance. Wood will forward a marked up policy to senators so they can see what was passed.
- B. 2018 State of the University Address – Friday, Sept. 28, 3:30-4:30 pm, Alumni Center – Manhattan: Faculty Senate caucuses were encouraged to come up with questions to ask following the address; questions can also be forwarded to President Wood.

8. Open discussion period for senators as needed

Senator Dunn invited senators to attend the “Have a Byte” presentation at 3:30 p.m. on September 21st in Wildcat Chamber.

9. The meeting was adjourned at 5:05 pm.

Respectfully submitted by:
Suzy Auten,
Faculty Senate Secretary

Next meeting: Tuesday, October 9, 2018; 3:30 pm, K-State Student Union Big 12 room