

MINUTES
KSU Faculty Senate Meeting
Tuesday, November 13, 2018, 3:30 pm
K-State Student Union, BIG 12 room

Present: Auten, Barden, Barnett, Barrett, Beebe, Behnke, Betz, Bormann, Bridges, Briggs, Chandler, Charland, Chavez, Clark, Crawford, Culbertson, Daniels, Dodd, Douthit, Easton, Erickson, Ferguson, Hachiya, Hageman, Harding, Hauck, Hohn, Hsu, Hubbell, Hughey, Hutchinson, Ireton, L. Kanost, M. Kanost, Kelly, Kempton, Kiehl, Kingery-Page, Krysko, Kulesza, Larson, Lehning, Lindshield, Littrell, Luly, Markham, Martini, McDiffett, Nguyen, Passarelli, Patell, J. Pitts, Raine, Reed, Reznikoff, Roozeboom, Rosenkranz, Saucier, Stevenson, Stoney, Tanona, Ugrin, Vardiman, Von Bergen, Yu-Oppenheim, and Zajac

Absent: Andrews, Barkley, Bergtold, Caffey, Chumachenko, DePaola, Finkeldei, Hettiarachchi, McCornack, McGlynn, Mirafzal, Nelson, L. Pitts, and Renberg

Proxies: Aakeroy, Almes, Bannister, Chengappa, Crow, Dunn, Durtschi, Eiselein, Falcone, González, Hay McCammant, Higginbotham, Hosni, Kennelly, Kiss, Korten, Lavis, Meekins, J. Pitts (after 4:15 pm), Schermerhorn, Shappee, Thomas, Tiemeyer, Weaber, and Wood

Guests/Visitors: Jay Stephens, Megan Miller, Ethan Kallenberger

Parliamentarian: Mickey Ransom

1. Acting President Amy Betz called the meeting to order at 3:33 pm.
2. Guest: Vice President for Human Capital Services, Jay Stephens
Topics for Discussion: Climate Survey and USS and Professional Staff positions
 - Bryan Samuel and Jay Stephens are working on the climate survey now. Process began before Samuel was hired, but Stephens wanted to have this be a joint effort. Phase 1 is to discover what has been done. He has spoken with Sue Rankin (who did the previous climate survey). To use Rankin and Associates again would cost approximately \$100,000. They are meeting with affinity groups and governance groups and will then determine whether this survey will be done internally or externally. Phase 2 is to design the new survey. The last one was a combination of job satisfaction and climate for different groups on campus. Phase 3 is to run the survey.
 - USS vs. Unclassified Professional Staff: USS used to be state civil service employees who voted to move over to the University Support Staff (USS) system in the hopes that benefits of the rest of campus would flow over. There is not too much difference between USS and Unclassified Professional Staff. It's more expensive for a position to be USS due largely to the employer contribution to KPERS (whereas unclassified professional positions contribute to Board of Regents Retirement System). Even though there is no strategic directive to change employees to professional staff instead of USS, some units are choosing to convert positions from USS to Unclassified Professionals as they become vacant due to cost savings.
 - Questions: Climate survey: A senator shared the history of where the previous climate survey came from, indicating that six or seven years ago, Faculty Senate wanted to conduct a climate survey. The idea was received well and was moved forward by administration. However, the process extended over too long of a period of time and ultimately the survey didn't cover the topics that Faculty Senate wanted to know about. Due to this, there is a feeling of disappointment related to the last survey. Stephens responded they certainly want to get it done right and thanked senators for their feedback.
 - Stephens asked senators to contact him with questions. He articulated his appreciation for shared governance and its importance to the university.

3. Guests: Megan Miller and Amanda McDiffett - Graduate Student Parental Leave Academic and/or Employment Accommodation
- The policy is an outcome of the Task Force on Parental Leave. Graduate Council and Deans Council approved the concept at their meetings in May and June. General Counsel has worked closely on the Parental Leave and Work Life Grant Policy. The Graduate Council on Planning is seeking input from Faculty Senate to take to the December 3rd meeting for a vote.
 - Questions: 1) Is there a change in enrollment when this policy is applied to a student? It was acknowledged that students are not enrolled. It was noted this may cause problems for international students and a request was made to include wording that directs international students to work with the Center for International Student and Scholar Services. 2) Does this apply to fathers caring only for newborns? What about a father who has to parent a child if the mother has cancer? This policy does not cover this type of situation but FMLA may be available for relief.

Miller and McDiffett thanked senators and will share the feedback provided.

4. The October 9, 2018 minutes were approved as distributed.
5. Approval of consent agenda (page 6) – Tanya González (**includes Attachment 1 and 1a**)
Senator Easton inquired if any items should be moved to the discussion agenda. Senator Dodd moved to have EDSST curriculum change moved to the discussion agenda. Item was moved. A motion to approve the consent agenda carried.
6. Report from Standing Committees and Student Senate
- A. Academic Affairs – Jenny Bormann/Todd Easton
- Discussion agenda (page 7) – (**incudes Attachment 2**)
 - Senator Dodd moved and it was seconded that the EDSST curriculum proposal be sent back to Academic Affairs for further consideration. Senator Dodd shared that the Arts and Sciences Dean’s Office was consulted about the proposal, but the proposal was not forwarded to the affected department for consideration. Some courses were removed from the curriculum without consultation and other courses are being taught by faculty who are not social sciences faculty. There needs to be some clarification and resolution worked out between the College of Education and the social sciences departments affected. Motion carried.
 - Bormann moved approval of the rest of the discussion agenda. Motion carried. EDPEH and EDTEC curriculum proposals were approved.
 - Easton related that Provost Taber has requested Faculty Senate use an accelerated process for curriculum approval for the new Master of Science in Physician Assistant Studies degree program because they are trying to get accredited during the 2019-2020 academic year so that the degree can be offered starting in the 2020-2021 academic year. However, significant capital improvements are needed for accreditation, therefore, it is important the degree be approved in order to secure funding for the capital improvements. This degree proposal will be discussed at the December Faculty Senate meeting. There is only one other PA program in the state of Kansas so this would seem to be a good proposals for K-State.
- B. Faculty Affairs – Charlie Barden/Amy Betz
- 2018 Status on Faculty Salaries Report – **Attachment 3**
Barden reported there is a slight improvement in our ranking in the Big 12 – we are now 9th with Oklahoma State at the bottom. Barden moved to receive the report and it was seconded.
Discussion: motion was amended to receive the report with dismay and it passed.

- University Handbook Section G proposed changes will be presented at the December Faculty Senate meeting for a vote.
- C. Professional Staff Affairs – Kelly Briggs/Ashely Thomas
- The committee met with Vice President for Human Capital Services Jay Stephens and Chief Diversity and Inclusion Officer Bryan Samuel.
 - Professional Staff Affairs sent a survey to unclassified professionals (and actually went to a larger group because there were problems with the email list that was received). Over 700 responses were received. The coming months will be spent analyzing the data and developing a report.
 - Ashley Thomas will be spending the time normally devoted to co-chairing Professional Staff Affairs Committee to supporting HCS in developing career ladders that can be used across the campus. She will still be co-chair with Briggs, but will be reducing her presence at Faculty Senate meetings.
- D. Student Senate – Ryan Kelly
- K-State Proud—Student Foundation arm that has traditionally been focused raising funds by selling t-shirts to students and the theme has been “students helping students.” Many faculty and staff participate, so they are working on developing “staff helping students” shirts. They are developing stickers to share with faculty and staff who go through the students in financial distress training so students know where they can turn for assistance. They especially hope advisors will go through the training since they are in direct contact with students. They are also looking for opportunities to speak to introductory courses so students can learn about the Student Foundation. Student Foundation members would like to speak to classes in February and March, ahead of enrollment for fall 2019. Developing a communication plan and finding out about which faculty and staff might be interested in being part of the training effort. A short form was shared with the Faculty Senate agenda that allows interested faculty to share about what is the best way to communicate with their department or college. Discussion: 1) International Student and Scholar Services requested the opportunity to have their advisors participate in training. 2) Are only Manhattan students eligible for this support? Students from all campuses and distance students are all eligible (example was given of a distance student in North Carolina who received help).
 - Tuition and Fees Strategies Committee (TFSC): They have reviewed and approved the report from the College of Business related to current fees and are now moving to the College of Arts and Sciences’ fees at the next meeting. A racial slur incident last week got everyone enraged. When it turned out to be a hoax, the discussion was turned towards why these factions exist and how we can keep moving toward an inclusive and welcoming environment. It was noted that it doesn’t matter who did it and why, there are real consequences. A senator inquired if there is action being taken against the student who did this. There is a judicial process utilized for these kinds of situations and it is currently in process, though confidential.
- E. Technology – Brian McCornack/Michael Raine
- Raine reported that Rebecca Gould spoke to FSCOT regarding the availability of technology spaces available following the Hale fire. The following link helps students find printing, study, and other types of technology support available to them: www.ksu.edu/its/recovery. Gould also updated FSCOT on technology classroom upgrades. In the past nine years, 73 classrooms have been converted to technology classrooms. This has been done with \$100,500 less funding and one less person supporting this important function. Gould also updated FSCOT on the IT strategic plan “One IT.” It is encouraging a shared governance structure. It is at 80% complete, with 100% completion scheduled for the first of the year. In January 2016, a subcommittee on accessibility was developed to make resources

accessible (electronic content). The administration needs to facilitate a plan that can help implement this across campus.

F. University Planning – Valerie Barnett/Laurel Littrell

The committee met on November 1st and had Ethan Erickson and Provost Taber as their guests. Talked about the budget modernization process and oversight structure and shared concerns about unanswered questions. FSCOUP will meet with FSCOT and the classroom planning committee in early December regarding ways to gather information so the academic infrastructure fee monies can be spent wisely and with input from the appropriate constituencies.

7. New Business

A. Honorary Degree candidate – May 2019 commencement ceremony

A motion was made and seconded to approve the honorary degree candidate. Motion passed.

8. Announcements

A. KBOR report – follow up to September meeting

- Auten reported on behalf of President Wood. The 45-Hour baccalaureate proposal: It was reported that the faculty senate presidents were unanimously against the originally proposed policy. KU Edwards (David Cook) and JCCC (Mickey McCloud) amended the policy to change it to a request for a 3-year pilot for the KU Edwards and JCCC campuses. PSU Faculty Senate President said the FS Presidents *might* support a pilot, but would need to see the rewritten proposal before expressing their position. SCOCAO members were asked to submit a summary of concerns to the policy. Four-year institutions should submit their feedback to David Cook; two-year institutions should submit their feedback to Jean Redeker. McCloud will develop an overarching pros and cons document for the December meeting. The amended policy was tabled to the December meeting.
- Discussion has begun on how to get the message about the value of associate's degrees to students. There is a desire to develop a system-wide communication. A draft communication plan has been sent to the chief communication officers at the campuses (was sent sometime in October, but no specific date was provided). The final version will be sent out again and SCOCAO members will be included in the distribution. A "best practices" presentation on back-awarding an associate's degree was provided by Wichita State and Butler County Community College representatives. WSU has worked with Butler, Barton, and Pratt on running processes that identify students who would benefit from reverse transfer credit awards resulting in an associate's degree. They run a batch process each semester that identifies students who completed 45 hours at a community college. They use an opt-in process to continue pursuing the degree awarding process. A deadline for responding is set each semester. They grab all the "yes" respondents, including prior "yes" respondents who didn't meet the deadline for previous attempts at reaching out to eligible students. Transcripts are sent to the community college where the most credits were awarded. Community colleges notify university when an associate's degree is awarded. All this is done at no cost to students: no transfer or graduation fees are assessed as part of this process. A webpage is being developed on reverse transfer. Small increase in earning power is realized for those who possess an associate's degree; more significant earning power is realized once the bachelor's degree is awarded.

8. Faculty Senate constitution review: President Wood has convened a working group to review the FS constitution for proposed changes. Past President Lindshield will head this up and has done much work

already. The goal is to try to be more inclusive and defining who we want to be. The hope is to bring something to senate in the spring.

9. Open discussion period for senators as needed: None

10. Meeting was adjourned at 4:42 pm.

Respectfully submitted by:

Suzy Auten,

Faculty Senate Secretary

Next meeting: Tuesday, December 12, 2018; 3:30 pm, Union Big 12 room

ACADEMIC AFFAIRS CONSENT AGENDA

Approve the following course and curriculum changes and posthumous degree request (see attachments 1 and 1a for supplemental information):

A. COURSE AND CURRICULUM PROPOSALS:

To view full proposals, see the Curriculog Agenda: <https://kstate.curriculog.com/agenda>

To view the proposals in Curriculog,

First - Login to Curriculog in your default browser using your K-State eID and password
<https://kstate.curriculog.com>

Second - Go to the course or curriculum agenda as 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>

COURSE PROPOSALS: <https://kstate.curriculog.com/agenda:515/form>

Arts and Sciences	GEOL - 104 - Dynamic Earth Laboratory MC - 160 - Principles of Journalism MC - 466 - Law of Mass Communications
Education	EDSEC - 328 - Social Studies Colloquium I EDSEC - 428 - Social Studies Colloquium II
Human Ecology	AT - 325 - Apparel and Textiles Retailing HDFS - 500 - Special Problems in Human Development and Family Services
Veterinary Medicine	AP - 788 - Basic and Applied Pharmacokinetics

CURRICULUM PROPOSALS: <https://kstate.curriculog.com/agenda:516/form>

Education	Secondary Education (B.S. in Education) EDBSC Biology Teacher Licensure Program EDBUS Business Teacher Licensure Program EDENG English Teacher Licensure Program EDESC Earth and Space Science Teaching Field EDJOR Journalism Teacher Licensure Program EDSPH Speech Teacher Licensure Program EDSST Social Studies Education Curriculum Physics (EDPHY) Teacher Licensure Program
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B. POSTHUMOUS DEGREE REQUEST:

Posthumous degree, December 2018, Joshua Johnston, Bachelor of Science, College of Education

**ACADEMIC AFFAIRS
DISCUSSION AGENDA**

A. CURRICULUM PROPOSALS: <https://kstate.curriculog.com/agenda:516/form>

Approve the following curriculum changes (see attachment 2 for supplemental information):

Education	EDPEH PE/Health Teacher Licensure Program EDTEC Technology Teacher Licensure Program
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