

**MINUTES**  
**KSU Faculty Senate Meeting**  
**Tuesday, June 9, 2020, 3:30 pm**

**Zoom ID: 149 712 846; <https://ksu.zoom.us/j/149712846>**

**Present:** Ahlers, Almes, J. Bach, K. Bach, Barnett, Beebe, Behnke, Bennett, Bitsie-Baldwin, Blankley, Bormann, Bothwell, Buffington, Charland, Chavez, Chengappa, Ciampitti, Clark, Craig, Crawford, Denison, DePaola, Doan, Dodd, Dogan, Draper, Dunn, Durtschi, Easton, Erickson, Falcone, Ferguson, Gabbard, González, Grice, Hackett, Hauck, Hay McCammant, Hettiarachchi, Hicks, Higginbotham, Hosni, Hubbell, Hudgins, Hughey, Ireton, Jones, L. Kanost, M. Kanost, Kempton, Kiss, Korten, Krysko, Larson, Launius, Lehman, Linville, Little, Littrell, Luly, Lundeen, Markham, Maseberg-Tomlinson, McDiffett, McGlynn, Meekins, Moorberg, Nelson, Oetken, Raine, Renberg, Reznikoff, Rosenkranz, Santos, Saucier, Savage, Schermerhorn, Sevin, E. Shappee, L. Shappee, Sherbert, Spooner, Stoney, Syme, Taylor, Vardiman, Von Bergen, Warren, Wilken, J. Wilson, Yu-Oppenheim, Zajac, and Zhang

**Absent:** Kulesza, Rivera, and Thomason

**Proxies:** Daniels, Lundeen (after departure), Passarelli, Pathak, Seay, Skelton, and Wittmer

**Guests/Visitors:** Rebecca Adams, Bronwyn Fees, Cheryl Grice, Bruce Glymour, Vince Kalt, Ashley Martin, Behrooz Mirafzal, Kari Morgan, Jeff Morris, Charles Taber, Kristin Waller

**Parliamentarian:** Mickey Ransom

1. President Mindy Markham called the meeting to order at 3:34 pm and gave a KSU land acknowledgement.
2. The May 12, 2020 minutes were approved as submitted.
3. Guest: Provost Charles Taber  
Topics for Discussion:
  - Budget shortfall
  - Furloughs (both emergency and administrative)
  - Plans for opening in the fall

Provost Taber provided an update about the information we have on state appropriations. It places us at 8.4% of our budget, which is a slightly worse scenario from our last discussion, at a \$26 Million dollar cut in the budget. The requests for budgets from the colleges and units has gone out. A potential upside is if this coming fiscal year is better than we expect, then we could distribute that back and true up the budget.

Furloughs: Emergency Furloughs in housing and dining and other parts of the university have been put in effect. There will not be a university wide administrative furlough. We are allowing units to call for furloughs within their areas and will raise these processes for the President to put forward in the 30-day advance notice. We have developed a tiered plan, with respect to salaries. Individual units will determine the number of days of furlough at each tier.

Housing and dining shared their plan on how they will accommodate student housing and dining. Also, the university has changed the calendar dates for the fall start and end. We will start one week earlier, on Aug 17<sup>th</sup>. At Thanksgiving break, students will move home and the final week of instruction and finals week will be online.

We put together the Academic Instruction Planning group and they have delivered their recommendations for the fall. This will be shared for your comment. Examples of their recommendations are: computing the COVID capacity for our classrooms (social distancing), upgrading classrooms to all have zoom type

capabilities (to provide flexibility of instruction), requiring face coverings in the classroom. They may have faculty wear face shields to teach in-person classes.

Administrative furloughs were discussed. Using a common set of tiers, the colleges will define the number of furlough days per tier. Those tiers will go out to department heads first then be communicated to others. Employees will be allowed to determine which days they take furlough. It was highlighted that employees are not to work on their furlough days, as that is illegal. It is also possible for faculty to take a voluntary pay cut instead of furlough days.

A statement was read by a senator during this portion and it was requested it be included with these minutes:

*“One of the ways people get through crises is through adherence to their values—values are those things we’re willing to sacrifice for. I think most everyone who works at a university would say the well-being of our students are a major value. For many, the research and scholarly or creative inquiry they pursue are also key values.*

*The president, provost, cabinet, and deans are all leading by example, having taken pay reductions before asking the same of anyone else--this is admirable and much appreciated.*

*And I appreciate the way my college dean has explained that his plan to meet the new, huge budget shortfall will not entail firing people. Instead, we’re going to rely heavily on furloughs—only the 20% of the college employees who make less than \$50,000 will be exempt from administrative furloughs in the coming year. That means the rest of us will be seeing salary reductions, many of us at 10%--in a sacrifice for the good of the university.*

*For me, there’s an implicit social contract: my coming furlough will result in my loss of pay, loss of personal productivity, loss of job satisfaction. But it’s a sacrifice I am very willing to undergo to ensure that my college doesn’t cut anyone out of a job in the midst of a major economic downturn, and that none of my coworkers find themselves without health insurance during a global pandemic. To me, these are moral imperatives and I believe many of my colleagues would say the same.” – Senator Dodd*

Questions relating to the fall opening of the university followed.

It was noted Wi-Fi needs improvement on campus. The provost will follow up on this comment. There will be no mandatory testing for the virus, this is a fourth amendment issue. However, there will be strong testing capacity and testing will be encouraged. Additionally, there will be a section of housing used for isolation.

Classroom plans are hoped to be ready mid-June. Because the start of fall classes now overlaps with the end of intersession, some compensation will be needed. It is believed these will be manageable. Face coverings are required, and there will be a syllabus statement that will give faculty authority to deny access to class if someone is not wearing a face covering. They are looking at whether they can provide face coverings for students. Start reaching out for support if you are putting classes online.

In housing and dining there will be treatment to recirculated air, Synexis machines are being researched. We also have several faculty with expertise in this area and they are looking into air circulation in classrooms; outdoor classes are also going to be promoted.

It is understood there are safety concerns. Faculty who have these concerns may choose to run their classes online, there will be choices. The provost reminded all we need to have flexibility and grace for ourselves and others. For non-teaching staff, the guidance is to work from home as long as possible. If you can work from home, please do so.

It was inquired if Facilities staff are not being required to wear masks in the academic buildings. This will be discussed tomorrow morning. A policy will be developed that will have adequate requirements.

President Markham, on behalf of senate, thanked the provost for all of the information covered today and conveyed appreciation for his advocacy for faculty and staff in these efforts.

4. Guests: Jeff Morris and Ashely Martin, Division of Communications and Marketing, Rebrand of K-State

A rebranding program for K-State has been worked on for several years. They have been working with Vince Kalt, from BVK, independent marketing an advertising agency headquartered in Milwaukee. Vince was present and provided a brief presentation to senators on the work thus far. Several highlights were shared via a PowerPoint presentation. It was reported that 80% of purchase decisions are based on emotion and 72% of consumers say the values of the institution need to be clear. A brand is something that leverages your core values and competencies to powerfully express and deliver experiences.

Values such as dedication, curiosity, pride, openness, community, ambition, service, and optimism were mentioned. **Expectancy** is the value that K-State worked with; the state of thinking that something good will happen; anticipatory belief or desire. This allows for exploration and discovery. There are three K-State Brand Pillars: Creating Connections, Advancing Society, and Pursuing Possibility.

We will not be changing the logo, nor letterhead. The goal is to drive student enrollment and messaging. Currently, we have a budget for out of state markets.

Senators expressed some concern at seeing some messaging of "deficit thinking" when connected to mentions of diversity and this was discussed. It was inquired who is looking at the documents with this critical eye? Morris stated they will follow up on this.

It was noted that one of the challenges we've dealt with is having zero dollars in the last five years for marketing in Kansas. We need to be more visible in our home state. It was responded we are carving out more funds for this visibility.

President Markham thanked Jeff, Ashley, and Vince for joining us today.

5. Approval of Consent Agenda (pages 7-8) – Laurel Littrell

President Elect Littrell inquired if there were any items to be moved to the discussion agenda. Seeing none, and with no objections, the consent agenda will stand as submitted.

6. Report from Standing Committees and Student Senate

A. Academic Affairs – Phil Vardiman/Don Von Bergen

- Discussion agenda (page 9)

Von Bergen moved approval of the new graduate certificate "Socially Responsible Information Science Ethics in the Data Sciences" from Arts and Sciences. No discussion. Motion carried.

- Approval, Routing, and Notification Policies for Course and Curriculum Processes – **Attachment 1**

Von Bergen asked Senator Easton to provide background on the attachment.

Von Bergen then moved to approve the manual. Smaller changes to this manual are given final approval by FS Academic Affairs; however, due to the overhaul of this manual and introduction of some changes, final approval was felt to be appropriate by the full senate, as has been done in the past when these kinds of changes were instituted. The desire is that in the fall a workgroup will begin review of interdisciplinary processes, which were not handled at this time.

There was brief discussion about the summary of changes and the process. Motion carried. The manual will now go into effect. All those who have had a hand in the work on this manual over the past two years were thanked.

B. Faculty Affairs – Kim Charland/Don Saucier

It was noted that the economic and health impacts on faculty are part of the discussion in Faculty Affairs. They are keeping a close eye on the guidance on the productivity of faculty in this time of COVID 19. Much less guidance has been given on research. Faculty and staff are part of the K-State family and need to be taken care of and protected. We are watching, learning, and we are ready to have a voice into the fall.

C. Professional Staff Affairs – Maria Beebe/Mishelle Hay McCammant

No report at this time.

D. Student Senate – Nathan Bothwell

Student Senate had a special meeting on May 28<sup>th</sup> preparing the budget for all privilege fee entities. There was a budget cut of over \$200,000 or roughly 3% budget cut across the board. Passed with only a single negative vote.

E. Technology – Brett DePaola/Michael Raine

- 2019 Data Access Report – **Attachment 2**

FSCOT met on June 2 and welcomed new members, and elected a new co-chair, Brett DePaolo. Scott Finkeldei, ITS, and Gary Pratt, CIO, outlined shared governance and how FSCOT fits within this structure. Raine referred senators to the Data Access report and made a motion to have Faculty Senate receive the report. Motion carried.

FSCOT meets again next Tuesday regarding IT updates of the classrooms in preparation for fall.

F. University Planning – Brad Behnke/Daniel Ireton

FSCOUP met and elected a co-chair, Dan Ireton. Ethan Erickson presented on the budget. Barbara Anderson, a past chair of FSCOUP, was a guest and discussed the past development of furlough guidelines. Many questions were raised about the processes and details. FSCOUP will continue these discussions. Faculty Senate should have a detailed understanding of what it means to be furloughed vs. taking a voluntary pay cut. They are happy to answer questions with information available to them.

7. Announcements

A. Academic Continuity update

Calendar, budget, and furlough data have been shared by Provost Taber at the start of the meeting. There is also an updated project management framework. The Academic Continuity committee has created a Guidance Protocol and Standards team to do a crosswalk of the unit/college plans to make sure they are consistent across campus with respect to language and procedure. We need to have

procedures be the same across the university. The Academic Instruction work group has been created to replace the original Academic Continuity work group, there are three senators on this group.

FYI: Administrative Furlough FAQs are available here: [https://www.k-state.edu/hcs/administrative\\_furlough\\_fags.html](https://www.k-state.edu/hcs/administrative_furlough_fags.html). Please review these and if you have additional questions, send them to President Markham who will compile and bring them to the attention of HCS.

Additional questions: Is there assurance that if one takes a voluntary pay cut they will not also be furloughed? Yes, only one option will be followed. If, in the end, the money shows up, will we get it back if a voluntary pay reduction was chosen? The provost has mentioned the True-Up process; however, there are not specific answers on this question yet.

B. KBOR [meeting report](#)

KBOR approved a temporary policy amendment, allowing the board chairman and president/CEO to approve calendar revisions, related to COVID-19, prior to a board meeting in order to expedite matters. This amendment will run through Dec 31, 2021. We have utilized this process for the Fall 2020 calendar changes and may do so again, if needed.

Academic program review processes will proceed. Institutions will be able to appeal some of the programs where it is too overwhelming to provide information due to Covid-19. Most K-State programs were approved, three will require additional review and one has been recommended for enhancement. Two programs have been discontinued: the MS in software engineering and the professional Master of Technology. The respective units are aware of these decisions.

There is an agreement in place between Johnson County Community College (JCCC) and the KU Edwards campus for students to take 60 hours at JCCC and then 60 hours at KU Edwards to earn their four-year degree. There is some interest in making this program available system-wide. We will monitor this next year. Faculty Senate Presidents are not in favor of this.

Tilford conference on Diversity and Multiculturalism, that the Board of Regents hosts, will be suspended and the money that each university contributes to the conference will be used to benefit multicultural students.

A question was raised with regard to the 60 credits from the community colleges. Is this referring to something similar we do at Polytechnic with community colleges? Here is a link to the agreement: <https://www.jccc.edu/student-resources/academic-counseling/transfer/files/transfer-guides/ku-edward-liberal-arts-sciences.pdf>

- C. Faculty Senate committee appointments and Presidential committee recommendations made - The FS Executive committee approved committee appointments and recommendations at their last meeting. Notification to ones appointed and/or recommended to serve on committees will be cared for in the near future.

8. Open discussion period for senators as needed

Senators discussed furloughs in more detail during this time.

Senators had lengthy discussion regarding social injustice. A discussion on the [#BlackAtKState](#) twitter protest by the Black Student Union (BSU) this summer was discussed, along with others. This is a hashtag being utilized on twitter for students and others to share their experiences of discrimination at K-State.

This prompted many senators to voice their support for allying with the BSU, and to create a committee of those interested in further discussions on how Faculty Senate will contribute to support social justice efforts on campus. This isn't just a national conversation, but one that hits here at home as well. If you are interested in pursuing further dialogue and work related to moving us forward in being advocates for change, please contact past president González: [tgonzale@ksu.edu](mailto:tgonzale@ksu.edu).

Elements of the discussion included: Becoming more welcoming to diverse students, improving the climate, being actively engaged in social justice and in the national civil engagement, housing spaces are hard places for students of color to live, our classrooms are spaces of isolation, having difficult conversations, resolutions within our colleges and statements of solidarity, strategize beyond resolutions, working with the KSU faculty and staff affinity groups, the training gap for RAs in matching students, educating ourselves, pedagogy, college policies and culture, providing opportunities for student and alumni feedback, review of our own SGA internal policies, SGA plans to do increased advocacy work at the local and state level, and SGA wants to increase accessibility and awareness of campus resources.

One can google the #BlackAtKstate hashtag without being a twitter member and see the conversations. This is not just a student situation; this is happening to our faculty and staff on this campus. [https://twitter.com/hashtag/blackatkstate?src=hashtag\\_click](https://twitter.com/hashtag/blackatkstate?src=hashtag_click). #BlackintheIvory gives the national narrative for Black Faculty and Staff nationwide and on our campus. We have an opportunity here to listen and learn how we can support our Black and underrepresented Faculty and Staff.

Senators provided resources available. Senator Durtschi, with his research team, has created a free group therapy/support group for any students who are struggling with the experience of discrimination and oppression. Feel free to email him to learn more, [jadmft@ksu.edu](mailto:jadmft@ksu.edu). Another senator provided a link to a free course that is well-regarded if you are interested in education on these issues: Race and Cultural Diversity in American Life and History <https://www.coursera.org/learn/race-cultural-diversity-american-life?action=enroll&authMode=signup>

President Markham noted that perhaps a two-prong approach is wise. Reach out to Past President González to discuss how we can affect change now, and then with the BSU identify action items that Faculty Senate can bring forward in a resolution or statement. We should also include Adrian Rodriguez, as the Black Student Union is a departmental organization under DMSA.

President Markham commented that we are dealing with several big, challenging issues: Covid-19, furloughs, social injustice, racism. She shared her appreciation for the care senators continue to bring to the discussion and the actions they are taking in this arena and others. Please contact Past President González to be included in further conversations on the social justice issues. Please continue to have your voice be heard. Thank you all for your work!

9. The meeting adjourned at 5:14 pm.

Respectfully submitted by:  
LaVerne Bitsie-Baldwin  
Faculty Senate Secretary

Next meeting: Tuesday, September 8, 2020; 3:30 pm

**ACADEMIC AFFAIRS  
CONSENT AGENDA**

*Approve the following course and curriculum changes and graduation and posthumous degree requests:*

**A. COURSE AND CURRICULUM PROPOSALS:**

To view the proposals in Curriculog,

**First** - Login to Curriculog using your K-State eID and password

<https://kstate.curriculog.com>

**Second** - Go to the course or curriculum agenda at 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>

**COURSES:** <https://kstate.curriculog.com/agenda:1053/form>

Agriculture	AGED - 537 - Planning Programs in Extension & Non-Formal Education ENTOM - 605 - Introduction to Insects of Stored Products ENTOM - 621 - Introduction to Biological Control ENTOM - 630 - Introduction to Molecular Entomology ENTOM - 645 - Introduction to Insect Chemical Ecology ENTOM - 649 - Introduction to Arthropod vectors of human pathogens ENTOM - 657 - Introduction to Toxicology of Insecticides ENTOM - 660 - Introduction to Insect Genetics ENTOM - 675 - Introduction to Insect Physiology ENTOM - 849 - Arthropod Vectors of Human Pathogens ENTOM - 892 - Advanced Insect Ecology
Business Administration	ACCTG - 641 - Intermediate Accounting and Analytics III MKTG - 699 - Corporate Marketing Practicum
Education	EDACE - 838 - Volunteer Leadership Education EDACE - 960 - Introduction to Doctoral Studies EDACE - 975 - Scholarly Writing EDACE - 980 - The Dissertation Process EDCI - 912 - Historical Research Methods in Education LEAD - 420 - Theories of Nonprofit Leadership
Engineering	BAE - 611 - Particle Technology BAE - 626 - Bioseparations CIS - 625 - Concurrent Software Systems CIS - 640 - Software Testing Techniques CIS - 641 - Software Engineering Design Project CIS - 642 - Software Engineering Project I CIS - 643 - Software Engineering Project II



	CIS - 690 - Implementation Project CIS - 770 - Formal Language Theory CIS - 832 - Knowledge Representation for the Semantic Web ME - 824 - Computational Fluid Dynamics
Health and Human Sciences	CFT - 894 - Readings in Couple and Family Therapy ID - 225 - Interior Design Studio 1 ID - 425 - Interior Design Studio 5 ID - 445 - Interior Design Studio 6 KIN - 618 - Seminar Public Health Practice KIN - 619 - Public Health Practicum KIN - 622 - Capstone Project in Public Health KIN - 890 - Graduate Seminar in Kinesiology
Olathe	AAI - 852 - Vaccinology

**CURRICULUM:** <https://kstate.curriculog.com/agenda:1054/form>

Education	Teaching English as Second Language (TESL) for Adult Learners Graduate Certificate (discontinue)
Engineering	Biological Systems Engineering (BSE) (B.S.) Concurrent B.S in Computer Science and Master of Business Administration Concurrent B.S./M.S. in Computer Science (new concurrent degree)
Health and Human Sciences	Athletic Training and Rehabilitation Sciences (B.S.) Concurrent B.S./M.S. in Nutrition, Dietetics and Sensory Sciences Couple and Family Therapy (M.S.) Couple and Family Therapy (Ph.D.) Integrative Physiology B.S. Interior Design (B.S.)
Olathe (School of Applied and Interdisciplinary Studies)	Professional Interdisciplinary Sciences Graduate Certificate Professional Skills for STEM Practitioners Graduate Certificate

**B.** Graduation list addition and posthumous degree request:

Dennis Neil Ruhnke, BS in Agriculture, College of Agriculture, December 1971

Layne Rebecca Mays, BS in Agriculture, College of Agriculture, Posthumous Degree, May 2020



**ACADEMIC AFFAIRS  
DISCUSSION AGENDA**

*Approve the following new curriculum proposal:*

New certificate:

To view full proposals, see the Curriculog Agenda: <https://kstate.curriculog.com/agenda:1055/form>

Arts and Sciences	Socially Responsible Information Science: Ethics in the Data Sciences (Graduate Certificate)
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