

MINUTES
KSU Faculty Senate Meeting
Tuesday, February 9, 2021, 3:30 pm

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

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

Absent: Bothwell, Kulesza, Larson, Oborny, Rivera, Santos, Thomason, Wittmer, and Yu-Oppenheim

Proxies: P. Adams, Chavez, Chengappa, Hudgins (after departure)

Guests/Visitors: Grant Alford, Maggie Billman, Kelley Brundage, Bronwyn Fees, Scott Finkeldei, Bob Garcia, Judy Gordon, Trisha Gott, Cheryl Grice, Sonya Lutter, Kari Morgan, Brian Niehoff, Ashley Noll, Gary Pratt, Chuck Taber, Scott Tanona, Arnaud Temme, Kristin Waller, Greg Willems, Chloe Wurst

Parliamentarian: Mickey Ransom

1. President Mindy Markham called the meeting to order and played a land acknowledgement video by the Native American Student Body.
2. The October 13 and December 8 minutes were approved as submitted.
3. Guest: Provost Chuck Taber
Topics for Discussion: Budget and Vice President for Research updates
Provost Taber reported that the governor made her budget proposal last month. It includes the single largest state cut for universities since 2009. It would lead to a \$9.5M budget cut for K-State, this is a 5.5% cut. It is important to recognize that this is the first step in a budget cycle, we will continue working with legislative review and discussion.

He also was delighted to report that Beth Montelone has been selected from an internal search process as the Interim Vice President for Research. The position for the Vice President for Research has been announced and we are receiving applications and materials. The deadline is February 19 with a June 1 start date. As for the Sponsored Research Overhead (SRO) or Facilities and Administration (F&A) task force, the final report has not yet been delivered but is expected soon. This taskforce, in part, discussed whether the current distribution needs to be changed, where central keeps a certain percentage and distributes the rest to the colleges.

Questions/Comments for the Provost:

If the governor's budget cut is not changed, what is the outlook? The enrollment is down, but not as far down as original projections. Between less state support and greater enrollment, we will be where we originally projected. But it will still be a difficult budget year, which we anticipated.

Are we anticipating furloughs? It is too early in the budget cycle to know whether there will be furloughs, however, we will set targets for units and request budgets for evaluation and make final budget decisions.

Does the looming budget make the KBOR proposal more attractive? No.

Is there any movement on the dependent grant tuition being extended to term employees? It is more expensive than had been calculated, we do not think it is wise to pursue that action this year. When we have solid numbers, we will have a discussion again.

Comment: Thank you and President Myers for not accepting the KBOR proposal, the Faculty Senate joins in thanking you.

Is there anything we as Faculty Senate can do to give you more support to make your position easier to maintain? We need to keep working through our shared governance process, that is how we address this.

4. Guest: Foundation CEO, Greg Willems

President Markham welcomed Greg Willems to Faculty Senate.

Willems has been here at KSU for six years and is pleased to share the foundation impact report with Faculty Senate. These reports are produced for each college and for the university. The results are \$185M range for a three-year fundraising average. Due to Covid, our fundraising has been disrupted, but our investment has grown to \$141M. All funds are currently at full distributions. Endowments have grown by nearly \$11M in the past year, to have us surpass \$740M.

The decision for a long-term sole source contract with the Foundation provides consistent, stable, and longer commitment of shared funding. While state funding and tuition are the first two sources for funding the University, the foundation is the third source, delivering nearly \$92M a year in scholarships and other support. The foundation is the only stream of funding that is growing. We have set our goals from \$170M to \$230M in the next seven years. We have asked for the University partnership to provide a base for this process.

Foundation has a pool for performance-based raises, and cost of living adjustments, for foundation employees. We have a competitive market for talent. Willems met with the University Distinguished Professors for ways to partner and showcase the research of the University to our donor base. As the state has walked away from facilities investments, the foundation has secured millions of dollars for infrastructure. We have elevated what we are doing for need-based aid for students. All new facilities are exclusively funded through philanthropy.

Thank you for your commitment to research. Could there be some help from the foundation to do some fundraising that can extend to the departments? The benefits for your staff that are being provided the campus employees do not receive. We did receive gifts for furloughed staff, at about \$500,000 and similarly supported the student side.

What percentage is for Athletics, and what percentage is for Deferred gifts. When I arrived, athletics was outsizing the university. Now, fundraising for Athletics is \$35M per year, vs \$155M per year for the Academy.

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

President Elect Littrell inquired if there were any items that needed moved to the discussion agenda. Seeing none, and with no objection, the consent agenda was approved as submitted.

6. New Business

A. Statement against Temporary Policy for Covid Related Reductions in Force – **Attachment 1**

President Markham directed senators' attention to the statement included with the agenda. This document was prepared by the Council of Faculty Senate Presidents and is being presented to various regents' institutions for action. Various requests for input were made and edits were included. Additionally, it is being voted on by multiple bodies. Therefore, this statement is before senators today, not for a re-write, but to be voted on as presented.

President Markham entertained a motion and second to approve the statement as presented. So moved and seconded.

Discussion included reasons why KU has started the process to create a plan to use the Policy including a possible \$75M deficit, who this statement would be shared with, noting that those who selected the board or the legislature should be on the list to receive the statement. Question posed, is there advice from the University to whom the statement can and cannot be distributed? Senators expressed thanks to those who wrote the statement. This statement provides a voice for us.

Motion carried, though not unanimously, to approve the statement.

7. Reports from Standing Committees, Graduate Student Council, and Senates

A. Academic Affairs – Phil Vardiman/Don Von Bergen

- Discussion agenda item (page 6)

A motion was made by Von Bergen to approve the new BS in Environmental Science. There are guests present if questions arise. Motion carried.

B. Faculty Affairs – Kim Charland/Don Saucier

- Covid-19 Impact statement – **Attachment 2**

The challenge we have faced to do our jobs has been great. The statement provided is to assist in documenting the ways it has been detrimental to our progress. Conversely, it also provides an opportunity to share the successes despite the difficult times. As a committee, Faculty Affairs wanted additional ways to acknowledge this important information, besides allowing people to not submit teaching evaluations and pause the tenure clock. Submitting an impact statement provides a way to include professorial performance, post tenure review, and other elements. Covid-19 has impacted us in our personal lives, the health care concerns, mental health concerns, childcare, elder care, and the way we do our jobs. This has made it challenging to be productive at our normal levels. It was added this is not asking for faculty to disclose anything personal.

There was clarification requested about who is the person recommending a statement be submitted? The Provost and FS President will send a joint memo through the University leadership listserv and unclassified employee listserv to give people the opportunity to submit a Covid-19 impact statement.

What time period does this cover? It would be the next period, 2021. However, all Covid impacts since March 2020 can be added to this statement. To those whose RSCAD has been impacted, it was noted that the impact may not be seen for several years. This is to stay in your portfolio and it can be added to as needed. You would have the opportunity to adjust it as more impacts occur.

What if this conflicts with the department requirements for tenure, such as those where numbers are written as expectations? I would expect that departments would adjust proportionately. Could this,

by coming from the provost, supersede the written standards? In general, we do need to think about these types of situations and help faculty affairs consider new language to provide flexibility and uniformity and consensus around the process. Could we see some wording that has language to the effect?

This impact statement is guidance to ask for a statement from everyone, it does not supersede department documents, nor the handbook. It will be an addition to these documents. These statements can include both negative and positive impacts.

Senator Dodd spoke in favor of this proposal and made a motion to amend the following sentence in the statement to read: "All faculty members should prepare a "COVID-19 Impact Statement" for inclusion in their dossiers for any future reviews, including annual reviews and, promotion and/or tenure reviews, post-tenure reviews, and professorial performance awards, beginning in Spring of 2021."

Senator Von Bergen seconded the amendment. Amendment carried.

Senator Von Bergen called the question. Motion carried.

Motion carried to approve the statement, as amended.

Gratitude was conveyed to Faculty Affairs for their work and specifically to Past President González for her work on this proposal.

- C. Graduate Student Council – Hannah Shear
Provost Taber was the guest speaker at Graduate Student Council recently and he addressed their questions. The Council has relaunched the professional development certificate in partnership with the Writing Center, Library, Career Center, and the Academic Achievement Center. Three-minute thesis competition information has gone out.
- D. Professional Staff Affairs – Maria Beebe/**Mishelle Hay McCammant**
There was a joint meeting with Faculty Affairs in January that resulted in a proposal for term representation in the senate. This proposal was sent on to President Markham and is now under consideration by the FS constitution committee.
- E. Student Senate – Nathan Bothwell (**Maggie Billman**)
No major updates, elections are in full swing, primary election deadline is this Friday at 5pm. Student Senate general election filing deadline is Friday, Feb 19 at 5pm. Primary elections take place on Feb 23/24, and general elections are March 9/10. Presidential debate this Friday. Best wishes to Senator Billman on her primary elections.
- F. Technology – **Brett DePaola**/Michael Raine
FSCOT will likely be meeting twice a month with a heavy load this semester. Last meeting was looking at different policies on campus and doing fact finding. There is increased desire by IT for faculty and staff to weigh in via shared governance. We learned of the sunset on retention of Zoom recordings, six months effective after July 1, 2021 those files are deleted. You can move them to MediaSite, via a convenient way to be shared and advertised. In recent weeks we have seen a new live closed captioning. Though this is very helpful, we are reminded this does not satisfy our legal closed captioning requirement. This knowledge will help our future discussions.

G. University Planning – Brad Behnke/**Dan Ireton**

There was a study completed on North Manhattan avenue, and intention to add traffic signals at Vattier, Thurston, and Petticoat Lane and a flashing beacon at Old Claflin road. Improvements on Denison, Sunset, and Hunting. Also, on North Manhattan Ave, the bike lane will become a two-way bike lane only on the west side of the street. FSCOUP discussed the merger that will happen with the Gender, Women, and Sexualities Studies and the American Ethnic Studies departments. This is internal to two departments within the same college, therefore, a FSCOUP representative is not required for those meetings. It would fall within the college's committee on planning in Arts & Sciences.

H. University Support Staff Senate – Mary Oborny
No report.

8. Announcements

A. [KBOR meeting report](#)

B. Faculty Senate 2021 Elections

The election process has begun. Caucus chairs are in the process of reviewing information for primary election ballots, which will go out later this month. Please encourage faculty and professional staff in your areas to become involved in this unique opportunity.

C. FS Leadership positions

President Markham announced that in May there will be an election for President Elect and Secretary. Additionally, the role of parliamentarian will be open. She took a moment to thank our current president elect, secretary, and parliamentarian for their hard work and dedication this year. At this time, we are looking for candidates for these positions. She briefly discussed the benefits of these roles. If you are interested in serving in one of these roles, or have further questions about the role, please let President Markham know.

D. Upcoming Town Hall meetings: Apr. 1 (9-10 am), and May 10 (8-9 am)

E. Spring 2021 virtual open form: February 25, 2-3 pm

Initially there had been three open fora scheduled; however, with the continuation of administration holding Town Hall meetings providing many opportunities for input and conversation, there will now be only one open forum. This will be hosted via YouTube Live and will be for all campuses. President Markham requested that caucus chairs identify questions they would like to bring forward for that open forum. Please send those in advance of the forum to facsen@ksu.edu.

9. Open discussion period for senators | New Initiatives | For the Good of the University

A. AAUP Chapter

Is there interest among senators here in leadership to start a chapter? Let President Markham know if you or others are interested.

B. Nominations open for [professional and university support staff awards](#).

The President's Award of Excellence for unclassified professionals and USS employees is open for nominees. Please consider recognizing ones in this way.

Senators initiated discussion on whether KSU should put out our own statement against the KBOR policy, and perhaps consider a vote of no confidence. Wichita State and Emporia State have passed their own resolutions,

these can be shared. It was discussed that KBOR advocates the governing system in the state for our funding. If they see this policy as necessary, we could invite them to help us understand why it was enacted. Could this be a KBOR town hall? At every KBOR meeting, the chair of the Council of Faculty Senate Presidents, approaches the chair to give viewpoints. This could be a time to ask these questions. The initial recorded sessions did provide general info on the financial challenges that our institutions are under. They did not provide specific information.

10. The meeting adjourned at 5:22pm.

Submitted by:
LaVerne Bitsie -Baldwin,
Faculty Senate Secretary

Next meeting: Tuesday, March 9, 2021; 3:30 pm

**ACADEMIC AFFAIRS
CONSENT AGENDA**

Approve the following course and curriculum changes, graduation list additions 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:1222/form>

Agriculture	AGED - 215 - Agricultural Electrical Systems ATM - 558 - Hydrology and Soil Erosion Management GRSC - 301 - Baking Fundamentals: The Art and Science of Baking
Arts and Sciences	ENSCI - 101 - Introduction Environmental Sciences ENSCI - 410 - Environmental Sciences Internship MATH - 250 - Mathematical Scholars Calculus 1 MATH - 251 - Mathematical Scholars Calculus 2 MATH - 350 - Mathematical Scholars Calculus 3 MATH - 351 - Mathematical Scholars Calculus 4 SOCIO - 863 - Sociology of Victimology
Business Administration	GENBA - 166 - Business Information Technology Skills Proficiency
Education	EDCEP - 315 - Educational Psychology EDCI - 110 - Foundations of Education EDCI - 405 - Middle-Level Education EDCI - 703 - MAT Secondary Math Methods EDCI - 706 - MAT Secondary English/Language Arts EDEL - 250 - Health and Movement Education in Elementary Classrooms EDSEC - 405 - Middle-Level Education EDSP - 323 - Exceptional Students in the Secondary School EDSP - 324 - Exceptional Child in the Regular Classroom
Engineering	CE - 541 - Civil Engineering Materials I CE - 654 - Design of Groundwater Flow Systems CE - 680 - Economics of Design and Construction IMSE - 441 - Introduction to Analytics

Health and Human Sciences	CSD - 347 - Introduction to Phonetics CSD - 442 - Developmental Psycholinguistics CSD - 580 - Neurological Basis of Communication and Swallowing Disorders FASH - 680 - Sustainable Fashion and Color FASH - 740 - Merchandising Analytics HDFS - 525 - Community Mental and Relationship Health HM - 303 - Operational Research in the Hospitality Industry HM - 361 - Hotel Operations HM - 363 - Event Management HM - 464 - Revenue Management HM - 475 - Internship in Hospitality Management HM - 504 - Fair and Festival Management
---------------------------	---

CURRICULUM: <https://kstate.curriculog.com/agenda:1223/form>

Agriculture	Food Science and Industry (B.S.) - Business and Operations Management Option Food Science and Industry (B.S.) - Science Option Food Science and Industry (B.S.) - Technology Option Wildlife and Outdoor Enterprise Management (B.S.) Park Management and Conservation (B.S.)
Architecture, Planning, and Design	Interior Architecture (Non-Baccalaureate MIARC) Master of Industrial Design (M.I.N.D.D.) (postbaccalaureate track) Master of Interior Architecture (M.I.A.R.C.) (postbaccalaureate track)
Arts and Sciences	Dance Performance Certificate
Business Administration	Business Administration (B.S.) Business Core Finance (B.S.) Management Minor Marketing (B.S.)
Education	Leadership Studies Minor
Engineering	Master of Software Engineering (M.S.E.)
Health and Human Sciences	Fashion Studies (M.S.) Sustainable Fashion Business (Ph.D.)

B. Graduation list addition and posthumous degree requests:

Cassandra Rae Hampel, BS in Business Administration, May 2017
Joshua Kendall Yarrow, BS in Agriculture, May 2021 (posthumous degree)
Jordan Brunk, BS in Construction Science, Engineering, May 2021 (posthumous degree)

**ACADEMIC AFFAIRS
DISCUSSION AGENDA**

Approve the following new curriculum proposal:

New degree:

To view full proposals, see the Curriculog Agenda: <https://kstate.curriculog.com/agenda:1224/form>

Interdisciplinary	BS in Environmental Science
-------------------	-----------------------------