

MINUTES
KSU Faculty Senate Meeting
Tuesday, November 10, 2020, 3:30 pm
Zoom ID: 149 712 846; <https://ksu.zoom.us/j/149712846>

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

Absent: Gabbard and Hettiarachchi

Proxies: Bennett (after departure), Durtschi, and Wilson

Guests/Visitors: Kelley Brundage, Bronwyn Fees, Karen Goos, Cheryl Grice, Kari Morgan, Reed Nelson, Ashley Noll, Nicole Schwartz, Charles Taber, and Kristin Waller

Parliamentarian: Mickey Ransom

1. President Mindy Markham called the meeting to order at 3:30 pm and shared a land acknowledgement video.
2. The September 8 minutes were approved; however, the October 13 minutes were not yet available.
3. Guest: Provost Chuck Taber
Topics for Discussion:
 - COVID-19 in relation to promotion and tenure, research productivity
 - Role of Dean's Council in P&T process
 - Diversity training Executive Order
 - Budget callbacks
 - Low enrolled programs/Board of Regents

Covid-19 has been disruptive to all of our work in so many ways. Optional extension of one year for this year on the tenure clock is available. At the moment we do not intend other formal responses. It depends partly on how long the disruption lasts. However, we should plan that through the spring semester we will move forward as we are now. If you have creative suggestions on how we can acknowledge, support, and provide relief for faculty who are being disrupted in their research and progress, in terms of their tenure track, please reach out to him.

Promotion and Tenure Process. Dean's Council serves the role of final review before it comes to the provost. This process is handled in a variety of approaches from institution to institution, so he's happy to hear from senate on this process. Various comments and questions were raised. It was inquired whether our system is broken. From his perspective he does not see anything as broken, so he is not advocating change, but he affirmed he is open to conversation as ones give thought to the pros and cons.

Diversity Training and Executive Order. Given the election results, it is anticipated this will be a moot point, as it's very likely the executive order will be rescinded. The provost shared information provided from our General Counsel, Sheri Crittendon, that Executive Order 13950 was designed to try to halt training that occurs in government agencies, etc. that is involved in trying to advance diversity missions and address social justice. Particular groups are under this order, we fall under potentially three of these categories; federal grant recipients may have prohibitions to teach these concepts, so recipients would want to verify whether there are notices attached to the grant. The other two categories are government contracts issued after Nov. 21 of 2020, and ROTC programs. We do have ROTC programs here, but it's not clear whether training in the ROTC program is to be restricted or whether ROTC students across all of their education would be restricted under that order.

Budget callbacks. We will wait to see what will happen this Fiscal Year (2021) on funding. We are not expecting additional appropriations that reduce funding, but it could happen. There is some good news on the State fiscal side though where estimates for state revenues have been revised. Enrollment impact on our budget is still yet to be seen. In the budget model, we're coming to the first year of the True Up or True Down. As a university, we are down this year with enrollment so the budget will be Trued-Down to the actual amounts. It will be communicated well in advance so colleges will know the impact as we move into the spring.

The low enrolled programs. This is the first year of reporting on the KBOR strategic program alignment project. K-State will be first up and the provost will be reporting to academic affairs committee at KBOR next week and then to the full board in December. We have seven programs that are considered low enrollment programs. We expect to make a strong case for all seven of those to continue. These are interdisciplinary programs that are low to no cost programs. Additionally, even though the majors are low enrolled, the courses that make up the major have high enrollment and serve the university beyond the program. It was also noted there are excellent employment outcomes for each of these seven programs. These seven programs are as follows: BS in American Ethnic Studies; BS in Gender, Women, and Sexuality Studies; BA in Humanities; BS in Physical Sciences; BA/BS in Medical Laboratory Sciences; BS in Statistics; and the Associates of Science in Applied Business.

Discussion/Questions: Past President González commented on the best practices she has seen come out from various sources related to supporting faculty in the years to come due to Covid-19. All of them, but one, have been implemented here at KSU. She recommended a pandemic impact statement that faculty can put together that can be included in their promotion and tenure folder. The idea is not only to talk about negative impacts, but also the strengths and successes that have occurred, with relation to the pandemic. One recommendation is to promote a university wide template and also create workshops to assist faculty who are going through the tenure and promotion processes.

Senators thanked Provost Taber for his visit along with support of our academic programs and promotion/tenure review processes.

Provost Taber spoke briefly to the spring calendar issue coming up later in the meeting. He believes this discussion is very important and our students feel that the well-being days are important in a semester where we have eliminated spring break.

4. Approval of Consent Agenda (page 7) – 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.

5. Reports from Standing Committees and Senates

A. Academic Affairs – Phil Vardiman/Don Von Bergen

Von Bergen provided a summary of some of the projects they are working on. Last senate meeting there was a concern raised regarding the discontinuance of courses and programs due to budget and covid and whether these could somehow be tracked. This is a complex topic under discussion. They are also considering an optional syllabus statement related to last year's implementation of the University Excused Absence policy; reviewing policy and processes for UG certificates, post baccalaureate minors, and interdisciplinary programs.

B. Faculty Affairs – Kim Charland/Don Saucier

They are evaluating a proposal to offer dependent/spouse tuition benefits to term and regular employees. The proposal is not ready yet, but they hope to bring it to senate this academic year. Also, along with Professional Staff Affairs, they are discussing term faculty representation on Faculty Senate. In line with Provost Taber's report, they continue to monitor the effects of covid on faculty, including those related to merit evaluation and promotion and tenure.

C. Graduate Student Council – Hannah Shear

Events are winding down for the semester. They are supporting and co-sponsoring Science Communication Week this week. Providing financial support for graduate students to participate in virtual events, like "Beyond the professorial program." They are disappointed in the changes made to graduation, especially in light of football games still being held; however, they will still be supportive of the Graduate School graduation and will make sure their students are recognized for all of their hard work in a safe and healthy manner.

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

Along with Faculty Affairs, they are working on a proposal for term representation within Faculty Senate and are also evaluating the proposal for spousal/dependent tuition for term and regular employees. Finally, they are discussing potential staff representation on college committees on planning. They will coordinate with FSCOUP on this.

E. Student Senate – Nathan Bothwell

They are winding down and the last meeting of the year will be on November 19th. Wrapping up amendments on the KSU SGA elections regulations, budget finalized for collegian reduction by 13%. Privilege fee committee will review fine arts fee distribution, recommendations finalized next week. Finished amendments to the student code of conduct, they did not make any substantial changes, but clarified definitions. Did not add or remove any significant line items. The Educational Opportunity Fund (EOF) committee allocated \$300,000+ and will present these allocations to Student Senate next week. Reserve funds will be used to pay for Covid-19 tests. Resolution to be voted on by student senate with recommendations on Title IX revisions. Including an out of country policy and investigation for off-campus events. Essentially SGA is asking the university to be compliant with Title IX. Sarah Haggard, sophomore, has been leading the work on this resolution. There were several comments thanking SGA for all of their hard work.

F. Technology – Brett DePaola/Michael Raine

Electronic mail policy changes, along with official electronic correspondence policies, were reviewed that will be put in place early next semester. They approved a request that a special committee be formed related to Academic Technology Tools. They're working through the details of where it will be housed, the charge, and its membership. Discussed change in retention policy for MS Teams. Encouraged all to complete cyber security training.

G. University Planning – Brad Behnke/Dan Ireton

Discussion on budget with respect to historical trends, loss of funds due to enrollment, state funds versus general use funds and where the money for the university goes, etc. They also focused on updating CCOP rosters. Many are still quite out of date. Additionally, with respect to furloughs and budgets the work should include these College Committees on Planning in the planning portion, not

just consultation. They want to clarify to administrators how these committees should be utilized. It was inquired by a senator, that with budget cuts and the long-term situation due to the covid crisis, if FSCOUP could urge the university to rethink how we interact with the Foundation? This suggestion will be brought to the committee.

H. University Support Staff Senate – Mary Oborny

USS leadership met statewide; talks centered around the Docking Institute survey as the next such survey is to be brought out in spring 2022. KU will participate and this will bring down the cost per institution. To increase employee morale, Wichita State has been doing dinners and special recognitions. ESU will be instituting administrative leave for staff from Dec 21 to 23, 2020 so that staff employees do not have to use their leave balances. They have brought this forward as a suggestion to our administration, but have yet to hear back. They continue to work along with professional staff affairs on the issues surrounding term appointments. Also, a formal proposal has been submitted to the President to reinstate the employee suggestion program. Their hope is to have this in place for Spring.

6. New Business

A. Spring 2021 Academic Calendar adjustment: Well Being Days – **Attachment 1**

President Markham provided background and directed senators' attention to Attachment 1, which is the item up for a vote. Senators also received an email with supplemental information, including the resolution from Student Senate relating to the addition of well-being days during the weeks of FEB 22 and APR 6, 2021. Karen Goos and Kelly Brundage are available for questions.

Discussion centered on how to make up for two class days in Labs and Recitations, which could turn into two weeks of missed coursework. It is hoped that by bringing these dates forward now, there can be adjustments to courses made now. This becomes complex when you are also adjusting facilities and equipment usage. Faculty have completely changed how they teach, and non-travel is affecting career trajectories. It was believed inappropriate to advocate for creating two three-day weekends as it introduces two opportunities for students to travel. There is also concern that faculty would not create space for these well-being days and fill other days with the course material, in essence compressing workload, which creates additional stress. What messaging could there be that this is not the intent?

Senator Von Bergen moved to call the question, with a second by Senator Saucier. President Markham reminded senators there needs to be a 2/3 count to agree to call the question or we will continue discussion. The vote to call the question failed; discussion continued.

Faculty Senate wishes to honor the concerns and proposal from the students, yet concerns remain. An alternate date was suggested and it was believed Senator Bothwell states that the April 9th date would be acceptable to the SGA Committee. President Markham states we can vote or move to amend the calendar. After verification of dates, Senator Zajac moved to amend the calendar to have FEB 22 and APR 12 as well-being days. Senator Bothwell seconded the amendment. The vote on the amendment passed. The floor is now open for discussion on the calendar, as amended, prior to a final vote. The amended calendar is to approve the spring 2021 academic calendar with well-being days on FEB 22 and APR 12, 2021.

Discussion on the timeframe for this proposal to adjust the spring calendar shows that if the proposal is not approved the discussion goes back to the University Calendar Committee, with the concern that if this happens the timeframe to act on inserting well-being days may go into the spring semester. This will diminish the lead time to make changes to courses, exam schedules and facility usage. It was noted that 90% of the nation and public schools have gotten rid of spring break. Senator Bothwell

stated at the Big 12 conference for student government, KSU was the first group to make a proposal to advocate for well-being days. Other university SGAs followed up to see how advocating for the well-being days off was being done.

Senators and invited guests continued to have lengthy discussion. After which, the vote to approve the proposed spring 21 calendar, as amended, did not pass. The vote was 34 in favor and 46 against. It was stated that although this got voted down, it's not because the faculty are against measures to ensure student well-being. Where do we go from here? President Markham will provide the outcome to the Provost, along with the numbers of the vote. It is possible a new proposal could come back to senate at its next meeting. However, there will need to be coordination with various groups and the University Calendar Committee will need to discuss and vote on a new proposal for it to come back to this body.

It was requested that Senator Bothwell report to the student senate that we are absolutely in support of student well-being, but to please also convey the issues that arose here today related to the proposal. Senator Bothwell will do so and additionally requested in return that initiatives be led by Faculty Senate to support student well-being.

7. Announcements

A. [Diversity, Equity, and Inclusion Statement](#)

President Markham reported that Faculty Senate Leadership Council put out a K-State Today announcement and she encouraged ones to review it if they had not yet seen it.

B. Reapportionment for Faculty Senate – **Attachment 2**

The reapportionment for Faculty Senate was completed on October 1st as directed in the Faculty Senate constitution. The count resulted in a decrease of five senators, 95 to 90 senators moving forward with our next election process.

C. KBOR meeting report

One of the Board's goals is to provide guidance on free speech and civil debate. They'd like this done by the end of this academic year. The Council of Faculty Senate Presidents has been working on a freedom of expression statement to share with KBOR. Provost at Wichita State was appointed as Interim President. State shortfall in budget not as severe as projected.

D. Upcoming Town Hall meeting – December 11, 9-10am

President Markham reminded senators of the Town Halls held this semester. The final one will be Friday, December 11th. President Myers and various cabinet members will present information and answer questions presented during that time.

E. Photos/Videos related to working, teaching, planning and researching during the pandemic

President Markham relayed that the Division of Communications and Marketing (DCM) is looking for photos/videos related to working, teaching, planning and researching during the pandemic. Individuals with videos and pictures should contact Michelle Geering at geering@ksu.edu.

8. Open discussion period for senators as needed & New Initiatives/For the Good of the University

- Teaching & Learning Center events coming up in January: Wednesday, January 20th "Encouraging Empathy in Your Course Design and Policies" and Wednesday, January 27th "Maintaining Your and Your Students' Mind, Body, & Spirit." Mark your calendars!

- There was follow up conversation related to the spring semester and beyond related to mental health. It was highlighted that while this body saw too many associated risks attached to two three-day weekends, the need for student wellness, along with our colleagues, is very important. It is not believed we can bring forward a well thought out and clear dead week placement without speaking with our colleagues. However, for the good of our university, it is believed we need to bring a solution forward that will support the mental and physical wellness of our community and beyond. We know that a long semester is coming, and with some creativity, we need to think about reducing high stakes assignments, and creating empathetic course design.
- More clarity is requested related to testing for Covid 19 as we head into winter season, along with perhaps a more active Covid season. There is some confusion about faculty ability to be tested for Covid-19, along with best practices. It was reported that Riley County is having weekly free testing events at Cico Park for anyone who wants to drive up. There is a lot of information on the COVID-19 Testing Guidance [webpage](#), but President Markham will take this back to the Covid Executive Leadership group and see if there are additional ways to help clarify.
- Another comment was made echoing the recommendation on course design. We need to also consider the long-term solutions. This pandemic has highlighted, on a national level, the topic of mental health and we have the ability to help create more solutions toward the mental health of our students, faculty and staff. Making changes for our students and for ourselves is crucial and this is a time for long-term adjustments.
- Will the university still have prospective student visits after Thanksgiving? Yes. Face masks are required, but the size and method of presentation may change.

9. The meeting was adjourned at 5:36pm.

Respectfully submitted by:
LaVerne Bitsie-Baldwin,
Faculty Senate Secretary

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

**ACADEMIC AFFAIRS
CONSENT AGENDA**

Approve the following course changes and graduation lists:

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:1140/form>

Arts and Sciences	ANTH 315 – Introduction to Medical Anthropology & Global Health GWSS 570 – Gender and Food Justice MC 405 – Perfect Podcasting MC 479 – Strategic Communication and Sports MC 506 – Social Media News Strategies MC 541 – Media Audiences
Education	EDSP - 500 - Introduction to Human Exceptionality

B. GRADUATION LIST(S):

Spring 2020 and Summer 2020 graduation lists as submitted by the Registrar's office.