

**MINUTES**  
**KSU Faculty Senate Meeting**  
**Tuesday, June 14, 2022, 3:30 pm**

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

**Present:** Aakeroy, Ahlers, K. Bach, Baird, Bennett, Bishop, Bitsie-Baldwin, Blair, Bowen, Bruska, Buffington, Caldas, Cassel, Craghead, Crawford, Denison, Disberger, Dodd, Douthit, Finkeldei, Gabbard, Gates, Genereux, Graff, Gragg, C. Grice, R. Grice, Haub, Hay McCammant, Hicks, Higginbotham, Higgins, Hohenbary, Johnson, Cassie Jones, Chris Jones, Kastner, Keen, Kempton, Kiss, Kliewer, Kohl, Kohn, Kortan, Lehman, Leimkuehler, Little, Littrell, Luly, Macfarlane, Maseberg-Tomlinson, McCulloch, Miller, Moorberg, Nasser, Nutsch, Oetken, Payne, Porter, Raine, Rubin, Saucier, Savage, Seay, Self, Smith, Smith Caldas, Stroot, Tarpoff, Vardiman, Vipham, Von Bergen, Vulgamore, Wanklyn, Wefald, Wilken, Young, Yu-Oppenheim, and Zecha

**Absent:** Blevins, Chengappa, DeRouchey, Finch, Hiller, Jackson, Krysko, Launius, LeHew, Liang, Mason, McGlynn, Ruiz Diaz, Rys, Schermerhorn, Thomason, Warren, and Wigfall

**Proxies:** Adams, Berumen, Durtschi, Kramer, Perez, Reese, Rundus, Shappee, Spare, and Thompson,

**Guests/Visitors:** Kelley Brundage, Bronwyn Fees, Karol Fike, Tanya González, Dan Moser, Lorena Passarelli, Karen Pedersen, Sara Rosenkranz, and Chuck Taber

**Parliamentarian:** Daniel Ireton

1. President Saucier called the meeting to order and had the Land Acknowledgement played.
2. Recognition and moment of silence for Brian Spooner – Elizabeth Dodd  
President Saucier turned the floor over to Senator Dodd to recognize past senator Brian Spooner. Our dear Senator Brian Spooner passed away June 4, 2022 from cancer. It was recognized that he championed the work of women in science, Section C of the University Handbook that promotions result in a 15% raise and to ensure faculty are rewarded even after they have reached Full professor. He worked for equity in tenure track faculty and staff and so many other endeavors. We shall miss him deeply and recognize his most valuable contributions.
3. Approval of May 10, 2022, minutes  
President Saucier inquired if any edits were necessary for the minutes. Seeing none and with no objections, these will stand approved as submitted.
4. Provost Chuck Taber  
Conversation Topics: COLA/Merit Raises; General Education common core; Microcredentials

**COLA/Merit Raises**-Thank you to the legislature and governor for the possibility of giving merit raises. Overall the response has been good, but, of course, some areas can be improved. They are committed to address compensation, equity, and working with Faculty Senate. They will look at compression, retention, and evaluations. It is clear there are some equity issues that need to be addressed.

**General Education Common Core**- KBOR is attempting to address transfer challenges; Kansas is the only state that does not have a common core across all the universities. Tanya González, and previously Brian Niehoff, along with others, have been working behind the scenes over the past couple of years and it is now in final stages of how to be implemented. This policy will go into effect for Fall 2024 semester. It does not appear any substantial curricular changes will be needed, yet some programs might have requirements that are not met by the common core and they may need to make some adjustments to allow students to

meet the core while completing the program. There are provisions for exceptions and the process can be followed if those exceptions are necessary. This is an opportunity to build transfer enrollments for KSU.

**Microcredentials-** As noted, a temporary approval for microcredentials is on the agenda. There are many possibilities with microcredentials that can be tailored to various needs and they can also serve as pathways to degree programs. Microcredentials can help us reach people in the work force to slowly begin thinking about returning to school for a degree program. It is vital to have good assessment in place for how a microcredential is working so that it remains effective and useful. There may be more rapid approval but there also should be effective evaluation to keep up to speed with needed improvement. There will be a probation period before approval to continue. They are powerful but there are also sources of skepticism so there is a high need of evaluation their success.

5. Approval of Consent Agenda (pages 6-7) – Don Von Bergen

President Elect Von Bergen shared there was one update to the graduation list addition request from College of Business. It was corrected from Aug. 2019 to Aug. 2020. With that edit he asked if there were questions. Seeing none, he inquired if there were any items that needed move to the discussion agenda. Seeing none and with no objection, the consent agenda was approved.

6. Report from Standing Committees, Graduate Student Council, and Senates

A. Academic Affairs – Andy Bennett/Brandon Kliewer

- Proposed Temporary approval process for Microcredentials – **Attachment 1**
- Cross-listed, dual-listed, equivalent definitions (informational) – **Attachment 2**
- Discussion agenda items (page 8)

Senator Bennett reported that Microcredentials have been discussed in committee and the possibility of a temporary approval process was shared, however, this proposal did not come forward in time to have full AAC approval. He explained that microcredentials are short units of learning and these have been under discussion for some time now. He noted the wording in the attachment appears like a resolution, with the whereas clause, but he only crafted it in this way with the desire to share a little information about what microcredentials are, since they are fairly new. These are not yet standardized across the country, but there are several units at K-State wishing to start a microcredential this fall. We want to have some measure of policy in place, but it's a bit difficult without the experience. However, without the experience, setting policy is also difficult. Therefore, a temporary approval process is desired as a starting place. However, it could be that some temporary measure may be incorporated as part of the permanent policy since at times these microcredentials need approval outside of regular meetings, for example over the summer.

Senator Bennett moved to approve the temporary approval process for microcredentials. Motion was seconded by President Elect Von Bergen.

There were many questions and comments. First a question was raised about credit hours and where the dollars would go if a new micro credential was proposed from a non-academic unit, such as Human Capital Services. Bennett did not have a clear answer, but it's a good question and will be addressed.

Motion carried.

Senator Kliewer directed attention to attachment 2. These definitions are for senators' information. They were worked on in coordination with CAPP and have been approved both by CAPP and by

Academic Affairs. They will be incorporated into the Approval, Routing, and Notification Policies for course and curriculum processes this summer and be ready for use with fall proposals.

Senator Kliewer moved to approve the discussion agenda items as noted on page 4 of the agenda. Motion carried.

The committee will finish work in the fall on proposed changes to the posthumous degree policy as well as changes to the interdisciplinary program approval review process.

B. Faculty Affairs – Marcellus Caldas/Veronica Denison

- Proposed changes to University Handbook, Section C78 – **Attachment 3**
- Proposed changes to University Handbook, Appendix Q – **Attachment 4**
- 2022 Recommendations on Faculty and Staff Salaries (informational) – **Attachment 5**

Senator Denison moved to approve the proposed change to University Handbook, Section C78. It was noted that this updates the language by removing a practice that has not occurred for quite some time. Motion carried.

Senator Denison moved to approve the proposed change to University Handbook, Appendix Q. This corrects an inaccurate date in this portion of the appendix. Motion carried.

Additionally, recommendations were submitted to Faculty Affairs from the Salaries and Fringe Benefits committee and these have been endorsed by Faculty Affairs. There were also brief updates made since the Exec meeting in collaboration with the subcommittee and Professional Staff Affairs. In part, this document is bringing to light that term faculty don't receive pay raises like tenure-track faculty do. It was noted this doesn't take into account the recent merit raises, but rather this is to bring attention to this issue and perhaps have changes to the handbook for future so it is consistent across the board. This was shared with the president and provost at FSLC meeting with them last week. There were several questions and comments related the inequities we see among faculty, staff, and others on campus. We want to do the most we can and as indicated by the provost today, administration would like to make compensation a top priority for a comprehensive review.

C. Graduate Student Council – Tucker Graff

It's quiet now for summer but on Aug. 17<sup>th</sup> graduate student orientation will occur. June 24<sup>th</sup> is onboarding for GSC leadership.

D. Professional Staff Affairs – Renee Gates/Mishelle Hay McCammant

No report at this time.

E. Student Senate – Evan Porter

No report at this time.

F. Technology – Michael Raine/Phil Vardiman

- FSCOT Statement of Opinion on Top Hat (informational) – **Attachment 6**

Senator Vardiman directed attention to attachment 6. As many may recall, Student Senate submitted a resolution back in 20-21 about Top Hat. FSCOT has worked this year to detail their thoughts on usage of the software. This information item is to document their opinion as to its use. They support academic freedom and professors can choose what they want to use but they want to encourage mindfulness of the cost for the student. It was inquired how, or if, this Statement of Opinion will be shared elsewhere. Because this is a shared opinion of the Technology, but not a

resolution for approval, it is mainly being shared out here with senators. Senator Raine requested that senators also share this information with their colleagues. In other news, central IT has begun using a ticketing system. There is a new website that is very useful: [www.ksu.edu/it/](http://www.ksu.edu/it/).

G. University Planning – Rebecca Adams/Martin Seay

Senator Seay reminded senators of the updated language recently approved for University Handbook, [Section B95](#). This allows for CCOP compositions to change to include additional perspectives. Units need to be working to adopt these by amending their approved election procedures.

H. University Support Staff Senate –Monica Macfarlane

Their new officers for senate were installed in May and June. They are setting their meeting day/time for fall. The survey that came out from Docking Institution will come out in fall. They are considering holding some listening sessions.

7. Announcements

A. Faculty Senate committee appointments and Presidential committee recommendations made

President Saucier reported that these appointments and recommendations have been made and all those who volunteered have been communicated with.

B. Ombudsperson appointment made (2022-2025)

President Saucier was pleased to announce that Jared Meitler has been appointed as the incoming ombudsperson. Jared will begin at the start of the fall 22 semester. As a reminder, ombudspersons are not advocates, rather they need to be able to listen, advise individuals regarding university procedures, and be impartial.

C. Senator Replacements

- Dan Higgins for Gerry Craig (Arts & Sciences) - June 2022-May 2023
- Phillip Payne for Brett DePaola (Arts & Sciences) – June 2022-May 2023
- Drew Smith for Don Von Bergen (Tech & Aviation) – June 2022-May 2024

President Saucier welcomed the new senators who have replaced seats that were vacated by these caucuses. Senator Craig retired, Senator DePaola is beginning phased retirement, and Senator Von Bergen is now president elect and a senator-at-large and therefore needed replaced on his caucus.

D. Professor and Professional Staff of the Week selections for 22-23 (13 faculty / 8 professional staff)

President Saucier reminded senators that the professor of the week selections should be submitted to Ms. Candace LaBerge by the end of August. A new feature that started two years ago was the inclusion of professional staff members of the week and those individuals are nominated and then selected by the Professional Staff Affairs committee. More information was sent to caucus chairs via email.

E. Meeting arrangements for Faculty Senate meetings (22-23)

After reviewing senators' responses from the survey, President Saucier reported that, at least starting in the fall, the full faculty senate meetings will be held in person. Zoom will continue to be available as well. Based on feedback from the survey sent to Executive Committee members, those meetings will continue to be held virtually.

F. Summer Reserve Update

President Saucier shared an update with members on this item. In the past, HCS has assisted some employees to spread nine-month salary over 12 months by holding back some funds and distributing these over the summer. At this current time, only 43 employees are using this feature. It will therefore

be discontinued and HCS will work with these employees to transition. Additionally, they are working towards complete direct deposits for employees. There are some who still receive a physical paycheck. President Saucier and President elect Von Bergen are both proponents for finding a way to pay nine-month employees over 12-months so they will continue to advocate for a way to make this possible.

G. [KBOR meeting report](#)

President Saucier shared highlights from the recent KBOR meeting including the initiative to standardize the general education core to ease transferability, as was discussed by Provost Taber. KBOR believes four-year institutions are not transferring courses as they should and they're requesting all KBOR institutions to have things in place by Fall 2024.

8. Open discussion period for senators | New Initiatives | For the Good of the University 4:46 pm.  
None.

9. The meeting adjourned at 4:46 pm.

Respectfully submitted by:  
Graciela Berumen  
Faculty Senate Secretary

Next meeting: Tuesday, September 13, 2022; 3:30 pm, Student Union Big 12 room

**ACADEMIC AFFAIRS  
CONSENT AGENDA**

Approve the following course and curriculum changes and graduation list additions:

**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:1675/form>

Arts and Sciences	ENGL - 772 - Creative Writing Workshop: The YA Novel POLSC - 736 - Strategic Management of Public and Nonprofit Organizations
Engineering	BAE - 660 - Hydraulic Transport in Biological Systems CIS - 732 - Machine Learning and Pattern Recognition ME - 626 - Introduction to Micro-Electromechanical Systems ME - 627 - Introduction to Biomedical Micro-Electromechanical Systems ME - 826 - Intermediate Micro-Electromechanical Systems ME - 827 - Intermediate Biomedical Micro-Electromechanical Systems
Health and Human Sciences	GERON - 530 - Introduction to Sexuality & Aging GERON - 540 - Introduction to Creativity & Aging GERON - 615 - Long-Term Care Administration Internship GERON - 620 - Independent Study in Gerontology GERON - 625 - Advanced Physical Health & Well-Being of Older Adults GERON - 630 - Advanced Mental Health & Aging GERON - 725 - Advanced Topics in Gerontology GERON - 730 - Advanced Sexuality & Aging GERON - 740 - Advanced Creativity & Aging GERON - 772 - Adult Development & Aging GERON - 774 - Advanced Environments & Aging GERON - 775 - Advanced Diversity in the Aging Experience GERON - 776 - Advanced Program Design, Implementation, & Evaluation in Gerontology GERON - 777 - Advanced Policy & Advocacy in Gerontology GERON - 778 - Advanced Aging Family Dynamics & Caregiving GERON - 799 - Professional Application in Gerontology

**CURRICULUM:** <https://kstate.curriculog.com/agenda:1676/form>

Business Administration	Marketing (B.S.)
Engineering	Concurrent Bachelors in Mechanical Engineering/Masters of Business Administration
Health and Human Sciences	Gerontology Graduate Certificate Gerontology (M.S.)

**B. Graduation list(s), addition(s) and/or posthumous degree requests:**

- List addition: May 1997: Beth Jarrell Hoving, BS, College of Business Administration
- List addition: August 2019: Aubrey Shae Sydow, BS, College of Business Administration

**ACADEMIC AFFAIRS  
DISCUSSION AGENDA**

Approve the following new curriculum proposal(s):

New:

To view full proposals, see the Curriculog Agenda: <https://kstate.curriculog.com/agenda:1677/form>

Engineering	Concurrent B.S. in Mechanical Engineering and M.S. in Nuclear Engineering Concurrent B.S./M.S. in Mechanical Engineering
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