

MINUTES
KSU Faculty Senate Meeting
Tuesday, February 14, 2023, 3:30 pm
K-State Student Union, Big 12 room
Zoom ID: 149 712 846; <https://ksu.zoom.us/j/149712846>

Present: Adams (Rebecca), Adams (Roger), Ahlers, Bach, Bennett, Berumen, Bishop, Bitsie-Baldwin, Blair, Blake, Bowen (Sullivan), Brusk, Caldas, Cassel, Craghead, Crawford, Crowell, Cunningham, Disberger, Dodd, Douthit, Durtschi, Finkeldei, Gates, Genereux, Graff, Gragg, C. Grice, R. Grice, Haub, Hay McCammant, Hicks, Higginbotham, Higgins, Hiller, Hohenbary, C. Jackson, D. Jackson, Johnson, Jones (Cassie), Jones (Chris), Kastner, Keen, Kempton, Kiss, Kohn, Korten, Kramer, LeHew, Lehman, Leimkuehler, Littrell, Luly, Maseberg-Tomlinson, Mason, McCulloch, Miller, Moorberg, Nasser, Nutsch, Oetken, Oshnock, Payne, Porter, Presley, Rubin, Rundus, Rys, Saucier, Savage, Schermerhorn, Seay, Self, Shappee, Stroot, Tarpoff, Thompson, Vardiman, Vipham, Von Bergen, Vulgamore, Wanklyn, Warren, Wefald, Yu-Oppenheim, and Zecha

Absent: Blevins, Chengappa, Gabbard, Krysko, Launius, Liang, McGlynn, Scott, Smith, Wigfall, Young,

Proxies: Aakeroy, Baird, Buffington, DeRouche, Kliewer, Little, Perez, Raine, Smith Caldas, and Wilken

Guests/Visitors: Eric Bicaba, Kelley Brundage, Pamela Erickson, Bronwyn Fees, Tanya González, Mindy Markham, Kari Morgan, Heidi Oberreider, Chuck Taber, and Sabina Villaescusa

Parliamentarian: Daniel Ireton

1. President Saucier called the meeting to order and the Land Acknowledgment was played.
2. Approval of January 24, 2023, minutes
President Saucier inquired if any edits were necessary for the minutes. Seeing none and with no objections, these will stand approved as submitted.
3. Provost Chuck Taber
Conversation Topics: Overarching salary, compensation, and staffing issues

Provost Taber shared that the strategic plan has a task force that will be dedicated to reviewing benefits, salaries, and so forth. Like other big 12 universities, K-State is also losing people to private industries and other universities. Some of the ways they are thinking of creating excitement about working at K-State include fair pay and reasonable processes for work environments. He understands the need to also tackle compression issues, equitable salary, and other ways to be competitive with peer institutions. We are up to 10% below peer institutions across all categories of employment. He shared that we must have a strategic policy and be proactive. The task force will be announced this week and the desire is that by the end of the spring there will be a plan provided. Based on their recommendations, implementation will be planned.

The governor has a proposed 5 % salary increase for all state lines. Universities will have to come up for the 5% for people not on state lines. Some percentage will be merit money. The processes will need to be better than last year with their evaluations. Supervisors need to do better with respect to caring for evaluations.

Discussion: Clarification was requested regarding whether there will be budget cuts or call backs. The provost explained that at the end of the year will be a “true up” and they will reconcile the projected budget with the actual budget that comes in. They do not speculate there will be any significant cuts.

It was inquired what strategies other universities have used to address compression. The provost shared that most universities have an analysis on employment data for cases of compression or equity. KSU probably has not done the analysis because there are not the resources to address what will come from that analysis. Equity is currently addressed more at a local level where people observe and make a request to their departments to address that equity concern. There is a need for a more systematic approach.

There are also salary inversion issues and retention issues. When you hire new people there is more inequity created. We also have a need for promotion and career progression amongst staff.

There was discussion as well about the increase in workloads and if appropriate workloads can be defined. The provost reminded the senate that the issues in an R1 institution are complex and it’s difficult to define university wide standards and expectations. The provost is very interested in hearing ideas that would still allow professionals to meet national market qualifications so that we are meeting best practices.

There was a question on the timeline for advertising and implementation for the Vice Provost of institutional effectiveness position. The provost shared that actual dates have not been set but they hope to start the search in the fall and for the person to start in January. The current title will be adjusted, and the position will also incorporate dealing with faculty employment issues.

4. Approval of Consent Agenda (pages 7-9) – Don Von Bergen
President Elect Von Bergen inquired if there were any items from the consent agenda that needed moved to the discussion agenda. Seeing none and with no objection, the consent agenda stood approved.
5. Report from Standing Committees, Graduate Student Council, and Senates
 - A. Academic Affairs – Andy Bennett/Brandon Kliewer
 - Proposed discussion agenda items (page 10)
 - Proposed change to University Handbook, Section F121 – **Attachment 1**

Senator Bennett moved to approve the discussion agenda items. Motion carried.

Senator Bennett moved to approve the proposed handbook change to Section F121 in attachment 1.

Discussion: there was a question about whether we could implement the graduate school definition for “Regular Faculty”. As discussion moved forward it was decided that the word “regular” should be removed entirely. Our parliamentarian confirmed an amendment to strike the word “regular” would be appropriate and the document could then be voted on as amended. Another senator commented that regular schedule means different things to different people across campus.

Senator Dodd moved to amend the proposal to strike the word “regular” prior to the words “university faculty” within the section discussing “In-Residence Requirement.” Senator Cunningham seconded. Motion carried.

Senator Bennett also moved to strike the word “regularly” prior to the phrase “scheduled course instruction” in that same section. Senator Cunningham seconded. Motion carried.

President Saucier called for a vote on the proposal, as amended. Motion carried.

Senator Bennett shared additional comments that KBOR met on January 31st and made no changes regarding Bucket 7, so it is fine to stay as open electives. The Gen Ed council is starting to meet and will be working with administration on how best to receive proposals through the approval process to change curricula or renumber classes. Curricula forms are being prepared as well as a FAQ page.

Clarification was asked for about restrictions on Bucket 7. Senator Bennett reminded the senate that the only difference is that for bucket 7 you can't submit a waiver to require particular classes that are essential for specialized programs. The current understanding is that no waivers will be granted if a specific course is mentioned as necessary for a program.

Senator Bennett also shared they are also working on a policy for microcredentials and still hope to bring something forward to senate this spring for review. The temporary approval process that was put in place last June is set to expire but will remain in effect for the time being.

Academic Affairs is working through various items on their docket, though the general education proposal and upcoming course/curriculum submissions has been and will be their main project this year.

B. Faculty Affairs –Brad Cunningham/Tareque Nasser

Senator Cunningham reported there has been a change in leadership. Due to various obligations Senator Caldas is no longer able to serve on the Faculty Affairs committee. Senator Tareque Nasser, college of Business Administration, was approved as the new co-chair of the committee, and we welcome him to this role. There has been an unusual amount of turnover this year in the committee.

They are continuing to work on defining community engagement, using the engagement continuum tool developed by Colorado State University. The University Handbook and Policy committee has also had some turnover, but they are still working on reviewing various handbook language proposals.

C. Graduate Student Council – Tucker Graff

Their final research event, K-Grad, will take place March 8th and 9th. There will be one day dedicated for a poster session and one day for oral presentations. Graduate Student Council elections are also coming up. The applications will be open from Feb. 20 to March 3, the vote will be March 7-9th. Graduate School and SGA are collaborating to create a childcare scholarship. Applications will be accepted through March 1st. Five scholarships will be awarded. Each scholarship is for \$1,000.

Discussion: It was asked how faculty could support this scholarship. Senator Graff suggested faculty senate reach out to Dr. Megan Miller in the graduate school.

D. JEDAll – Graciela Berumen/Julie Yu Oppenheim

The resolution regarding the Okanagan Charter was voted on by their committee this week. They will have results soon and hope to bring the resolution to senate in March.

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

They have finished up the proposed draft language for University Handbook, Section C 159 and sent it on to Faculty Affairs. They also discussed and provided feedback with Human Capital Services (HCS) on a request from them.

F. Student Senate – Evan Porter

Senator Porter shared that the general election is taking place next week. Transition will occur on the first Thursday after Spring break. From Feb. 28 – March 1 SGA will be going to Washington, DC to work on advocacy. They will also be attending the Kansas Higher Education Day, a state advocacy trip that KSU took a lot of the lead on. They will have 15-20 students present from all six regents' instructions and Washburn. Students will have meetings with legislators throughout the day.

Senator Vulgamore shared their primary points of advocacy. They are presenting a very united front with students from other instructions. Their priorities are affordability, with monies directed towards scholarships, micro internship opportunities, facility renewal, demolition, and IT infrastructure. This is very complimentary to what the university and KBOR is advocating. They are planning on sharing student stories as their main goal is advocating for the value of higher education. One of the other big advocacy goals is advocating for dual credit accessibilities in High School. Every high school student has the accessibility to complete the credits but it's not a level playing field. They are requesting statutory revisions to make the dual credit accessibility happen. Not just community colleges but online offerings through Global Campus in 10-15 years.

Discussion: Clarification was desired on how SGA sees Global Campus working with dual course initiatives. Do they anticipate KSU professors would have both undergraduate and highschoolers attend their classes. Senator Vulgamore shared he thought there was opportunity for smaller communities or high schools who do not have the staff to be able to provide a larger variety of courses. Senator Porter shared his experience with receiving dual credit in high school. It was commented that the process for concurrent enrollment is already in place but varies by institution based on the level and involvement of the course. There was some hesitation shared from another senator about requesting changes in the law, such as statutory revisions, in order to meet these requirements. Our accrediting board, the higher learning commission, is the one that provides the guidelines that K-State follows.

G. Technology – Michael Raine/ Phil Vardiman

Cyber security training was sent out to your inboxes on Feb. 1. Senator Vardiman encouraged all to complete this and reminded senators they will be locked out of being able to log in if they do not complete the training by March 31st. Student and part time employees must take the training as well. Retired faculty and staff do not have to take the training.

Duo enrollment for students has been implemented. February 15th is the mandatory enrollment date. If students do not have a smartphone there are options in place, i.e., call backs on other phones, fobs. Duo will not affect CANVAS log in.

H. University Planning – Rebecca Adams/Martin Seay

Senator Seay shared they are focusing on the strategic planning process. They will be meeting soon with Emergent Methods to provide an update. They will also continue to discuss priorities for the semester; and lastly, Ethan Erickson will attend to provide a yearly update.

I. University Support Staff Senate – Regina Crowell

No report.

6. Announcements

A. [KBOR meeting report](#)

President Saucier noted that, as Senator Bennett mentioned, BAASC, the Board Academic Affairs Standing Committee, met at the end of January and discussed General Education requirements. It was

reinforced that Bucket 7 is to be used for institution requirements, not program requirements. This could include such things as freshman orientation, student success, health and wellness, and diversity credits. Reiterated again was that transfer students who have completed the systemwide general education at one institution will not be required to take courses in Bucket 7 at the institution to which they are transferring. This suggests that leaving Bucket 7 as electives follows the policy.

President Saucier also reported that the RPK report, KBOR academic portfolio, and teaching workloads is available. Moving forward RPK recommends that KBOR adopt the academic portfolio review framework as an annual assessment. This maintains instructional control over program review, it also recommends KBOR measure by student credit hours, and recognizes that different teaching expectations will vary depending on the mission of the institution. This report will be used as more of a self-evaluation and no mandate for changing the workload is presented at this time.

B. Faculty Senate 2023 elections to begin

President Saucier shared that the elections are beginning. Caucus chairs are verifying ballot information and primary ballots will be going out soon. We are very appreciative to each of you for your service on Faculty Senate and its standing committees. Without your support, shared governance here at K-State would not be the same.

C. Faculty Senate Officer positions

President Saucier is looking for candidates for president elect currently. Please feel free to reach out to any member of leadership for information on this. We encourage ones to consider growing in their leadership in ways to affect change. This role provides an excellent opportunity to do so.

D. March Faculty Senate meeting date change: March 21st to avoid spring break

The FS Executive Committee voted to move the date of the March Senate meeting from the second week of the month to the third week to avoid spring break. This impacted some of the standing committee's meetings, but they were in favor of the change. They will either cancel those specific meetings or reschedule to another time if needed.

E. Guest for March 21 FS meeting: VP Rana Johnson

F. Spring open forum events

- Manhattan, Feb. 17, 9-10 am, Alumni Center, main floor
- Olathe, Mar. 2, 2-3 pm, Olathe Forum Hall
- Salina, Mar. 30, 2-3 pm, College Center Conference room

President Saucier reminded all about the upcoming open forum events with President Linton and members of his team. These events will be held in person and live streamed. He thanked all for the questions they submitted as requested. For this Friday, President Linton will present for about 20 minutes first. Some questions may be addressed in his presentation so President Saucier will raise ones as needed after the presentation.

G. Faculty and Professional Staff Retiree Ceremony, April 26th, 4 pm, Alumni Center

This is a time to celebrate your colleagues' careers and accomplishments. The list of retirees will be shared once it is received sometime in March.

7. Open discussion period for senators | New Initiatives | For the Good of the University (4:35 – 4:50 pm)

A. [Pedestrian Safety](#) – Senator Moorberg

Senator Moorberg wished to specifically report on a situation that occurred here at K-State. Dr. Randy Mai, a research technologist in Agronomy, was hit by a driver here on campus in January. He suffered a brain bleed, fractured spine, and other grave injuries. Senator Moorberg referred senators to the Go Fund Me link in today's agenda. Dr. Mai will have a lot of recovery ahead of him and needs an electric wheelchair, that his family hopes to buy with the money that is fundraised. He is having some improvement in his medical condition, which is good to hear.

Senator Dodd recalled that about a decade ago, there was a task force specifically focusing on matters of salary, compensation, compression, inversion, and there were a number of specific recommendations that were not acted upon. She recommends that report be found and shared with the appropriate persons. Senator Keen reported that she chaired that taskforce and has the report and will share the link to it.

Senator Hay McCammant recalled another task force in 2018 to look at career ladders, compression, but they have not been able to re-address it.

Below are various links shared regarding the above topics:

<https://www.k-state.edu/today/announcement/?id=23352>

<https://www.k-state.edu/2025/initiatives/faculty-compensation/>

https://www.k-state.edu/2025/documents/Faculty-Compensation-Task-Force-2016-Report_1.pdf

Past President Littrell shared the link for the libraries survey. Senators mentioned to look in the clutter folder as the word survey tends to trigger the system:

<https://www.libqual.org/survey/RWSLDQ62NQJ86X8HRA>

Senator Craghead shared that there will be a volunteer clean-up day opportunity March 25. They are also working with SGA on an initiative to offer free feminine product dispensers across campus. There is a QR code associated with the dispensers and feedback is encouraged to measure the effectiveness of the programs.

Senator Cunningham reminded senators that the progress report requests went out. Please pass along to your colleagues that even if you're not worried about any of your students, please still go in and complete the form. To have the correct information everyone needs to submit the results.

In light of recent events at Michigan State, Senator Caldas would like to know what the university is doing to protect our people here on campus. Senator Jackson shared there's a taskforce looking into security across campus. Access control activity will be reviewed as there are now 15 different access control systems. There is a training happening April 4, active shooter. ALICE training was mentioned.

Lastly, all were encouraged to pay attention to potential bad weather conditions this week.

8. The meeting adjourned at 4:43 pm.

Respectfully submitted by:

Graciela Berumen

Faculty Senate Secretary

Next meeting: Tuesday, March **21**, 2023; 3:30 pm

**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:1904/form> (*copy and paste the link into your browser if clicking on it gives you an error message)

Agriculture	AGCOM - 222 - Agricultural Business Communications ASI - 100 - Special Topics in Animal Science ASI - 218 - Fundamentals of Nutrition ASI - 220 - Principles of Feeding ASI - 261 - Animal Sciences and Industry Problems ENTOM - 589 - Turfgrass Insects and Their Management GENAG - 399 - Agricultural Cooperative Education Experience
Arts and Sciences	ADC - 630 - Co-Occurring Disorders and Addictions Treatment ADC - 650 - Methods of Individual Counseling POLSC - 734 - State and Local Government Management
Business Administration	ACCTG - 641 - Intermediate Accounting and Analytics III FINAN - 620 - Fixed Income Securities and Markets MANGT - 230 - Business Law I MANGT - 725 - Organizational Management and Data Analytics MIS - 797 - Topics: Information Technology and Data Analytics
Engineering	BAE - 643 - Life Cycle Assessment
Leadership Studies	LEAD - 700 - Nonprofit Leadership Concepts
Health and Human Sciences	CSD - 443 - Language Assessment and Intervention I CSD - 446 - Speech Sound Disorders CSD - 567 - Hearing Assessment and Intervention FNDH - 115 - Introduction to Health and Nutrition Professions FNDH - 540 – Nutrition Education and Program Planning FNDH - 575 - Research in Health Sciences ID - 300 - Global Experiences in Interior Design PAS - 700 - Applied Anatomy & Physiology I

	<p>PAS - 711 - Applied Anatomy and Physiology II</p> <p>PAS - 780 - Clinical Medicine I</p> <p>PAS - 781 - Clinical Medicine II</p> <p>PAS - 782 - Clinical Medicine III</p>
Olathe	AAI - 861 - Research Strategies to Drive Development of Animal Health Products
Technology & Aviation: Salina	<p>AAM - 601 - Introduction to Advanced Air Mobility Systems</p> <p>AAM - 605 - System Architectures in Advanced Air Mobility Systems</p> <p>AAM - 732 - Aerospace Communication Systems</p> <p>AAM - 762 - Guidance and Navigation Systems</p> <p>AAM - 801 - Electromagnetic Threats and Mitigation Design for Advanced Air Mobility Systems</p> <p>AVM - 111 - Basic Aircraft Electricity</p> <p>AVM - 203 - Aircraft Environmental and Fire Protection Systems</p> <p>AVM - 205 - Aircraft Landing Gear and Fluid Power Systems</p> <p>AVM - 207 - Aircraft Electrical Systems</p> <p>AVM - 216 - Aircraft Propulsion Drive Systems</p> <p>AVM - 301 - Advanced Reciprocating Powerplant Technology</p> <p>AVM - 304 - Aircraft Fuel Management and Metering Systems</p> <p>AVM - 305 - Aircraft Avionics and Instrument Systems</p> <p>AVM - 306 - Rotary and Fixed Wing Aircraft Design and Assembly</p> <p>AVM - 322 - Powerplant Operation and Troubleshooting</p> <p>AVM - 402 - Gas Turbine Powerplant Technology</p> <p>AVMR - 220 - Aviation Maintenance Review/General</p> <p>AVMR - 230 - Aviation Maintenance Review/Airframe</p> <p>AVMR - 250 - Aviation Maintenance Review/Powerplant</p> <p>COT - 301 - Six Sigma Analysis and Problem Solving I</p> <p>COT - 302 - Six Sigma Analysis and Problem Solving II</p> <p>CYBR - 780 - Design and Operations for Cyber Human Systems</p> <p>CYBR - 782 - Social Computing Dynamics and Cyber Human Systems</p> <p>CYBR - 783 - Interaction Design for Extended Reality Environments</p> <p>CYBR - 801 - Prototyping for Advanced Immersive Systems</p> <p>PPIL - 310 - Fundamentals of Instruction/Advanced Ground Instructor Ground School</p> <p>PPIL - 311 - Certificated Flight Instructor-Airplane Ground School</p> <p>RA - 342 - Industrial Robotics Lab 2</p> <p>RA - 343 - Industrial Robotics Lab 3</p> <p>RA - 444 - Integrated Robotics Studio</p> <p>SSO - 739 - Space Systems Design and Dynamics</p> <p>SSO - 740 - Space Systems Modeling, Simulation, and Control</p> <p>SSO - 742 - Manufacturing and Materials in Space and on Earth</p> <p>SSO - 801 - Space Operations and Environment</p>
Veterinary Medicine	<p>VCS - 843 - Introduction to Veterinary Surgery</p> <p>VCS - 864 - Applied Clinical Skills & Surgical Laboratories</p> <p>VCS - 866 - 3rd Year Clinical Skills I</p>

CURRICULUM: *<https://kstate.curriculog.com/agenda:1905/form> (*copy and paste the link into your browser if clicking on it gives you an error message)

Agriculture	Agronomy Minor
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	Entomology B.S. Feed and Pet Food Science (B.S.) - Production and Management Option Feed and Pet Food Science (B.S.) - Science Option Plant Pathology Minor
Health and Human Sciences	Athletic Training and Rehabilitation Sciences (B.S.) Communication Sciences and Disorders (B.S.) Human Nutrition (B.S.)-Nutrition and Health Human Nutrition (B.S.)-Nutritional Sciences Interior Design (B.S.) Physician Assistant (MSPAS) Sports Nutrition (B.S.) Well-being Minor
Technology & Aviation: Salina	Aeronautical Technology BS - Aviation Management Option Aeronautical Technology BS-Aviation Maintenance Management Option Aeronautical Technology BS-Professional Aviation Aeronautical Technology BS–Professional Pilot Option Aeronautical Technology BS–Uncrewed Aircraft Systems Option Aviation Electronics Technology Certificate Aviation Maintenance (AAS) (AAVMN) Engineering Technology-Mechanical Engineering Technology Option (AETA-MT) Engineering Technology-Robotics and Automation Option (BETB-RA) Introduction to UAS Technology Certificate Uncrewed Aircraft Systems Minor (RUAS)

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

- Fall 2021, Leah Lusker, Bachelor of Science, College of Health and Human Sciences
- Summer 2022, Jonah Domann, Bachelor of Science, College of Health and Human Sciences

**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:1906/form>
(*copy and paste the link into your browser if clicking on it gives you an error message)

Leadership Studies	Nonprofit Leadership (Graduate Certificate)
Technology & Aviation: Salina	Airframe and Powerplant Review Certificate (AVMR) Graduate Certificate in Advanced Air Mobility Systems (AAMS) Graduate Certificate in Cyber Human Systems (CHS) Graduate Certificate in Space Systems and Operations (SSO) UAS Data Analytics Certificate