

**MINUTES**  
**KSU Faculty Senate Meeting**  
**Tuesday, April 11, 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), Bach, Bennett, Berumen, Bishop, Bitsie-Baldwin, Blair, Blake, Blevins, Bowen (Sullivan), Brusk, Buffington, Caldas, Cassel, Craghead, Crawford, Crowell, Cunningham, DeRouchey, Disberger, Dodd, Douthit, Durtschi, Finkeldei, Gates, Genereux, Graff, Gragg, C. Grice, R. Grice, Hay McCammant, Hicks, Hohenbary, C. Jackson, Johnson, Jones (Cassie), Kastner, Keen, Kempton, Kliewer, Kohn, Korten, Kramer, Launius, LeHew, Lehman, Liang, Littrell, Luly, Maseberg-Tomlinson, Mason, McCulloch, McGlynn, Moorberg, Nasser, Nutsch, Oetken, Oshnock, Payne, Prakash, Presley, Raine, Rubin, Rundus, Saucier, Savage, Schermerhorn, Scott, Seay, Self, Smith, Smith Caldas, Stout, Stroot, Tarpoff, Thomas, Thompson, Vardiman, Vipham, Von Bergen, Wanklyn, Wefald, Young, Yu-Oppenheim, and Zecha

**Absent:** Chengappa, Gabbard, Haub, Higginbotham, Hiller, Jones (Chris), Kiss, Krysko, Leimkuehler, Perez, Rys, Shappee, and Wigfall

**Proxies:** Aakeroy, Ahlers, Baird, Higgins, D. Jackson, Little, Warren, Wilken, and Yu-Oppenheim (after 5:15 pm)

**Guests/Visitors:** Kelley Brundage, Pamela Erickson, Bronwyn Fees, Tanya González, Kathleen Hatch, Sara Heiman, Deborah Kohl, Thomas Lane, Shanna Legleiter, Mindy Markham, Kari Morgan, Laurel Moody, Erin Sommer Good, Gwendlyn Sibley, Jay Stephens, Lisa Tatonetti, and Kortnee VanDonge

**Parliamentarian:** Daniel Ireton

1. President Don Saucier called the meeting to order and the Land Acknowledgment was played. He then acknowledged Senator Dodd who wished to take a moment to honor Robert “Bob” Clark, who passed away recently. Bob served as a faculty senator for various terms over the years and was a wonderful colleague. He will be greatly missed. His memorial service will be on Saturday, May 20<sup>th</sup> at 2:00 pm followed by a 4:00 pm celebration of life at the Little Apple Brewing Company.
2. Approval of March 21, 2023, minutes  
President Saucier inquired if there were any edits or corrections to the minutes. Seeing none and with no objection, the minutes stood approved as submitted.
3. Thomas Lane: Student Organization Recognition policy revision  
VP Lane began by sharing the reimagining of the relationship the university has with student organizations. He and members of his team and general counsel (Andy Thompson, Laurel Moody, Sara Heiman, and Erin Sommer Good) went through an update with senators. Two classes of organizations were revised. Conduct jurisdiction will apply more broadly, organizational as well as student code of conduct. Also, the student organization recognition policy was discussed. Organization councils, such as IFC, PHC, and Sport Clubs will become sponsored organizations with university staff dedicated to their support.

The difference between organizational vs. individual conduct was discussed. If one or two individuals in an organization are not making good choices, they will be held accountable. The Title IX policy will still apply for individual students’ behavior. The Student Amnesty policy, adapted from the Lifeline 911, will be expanded to things other than alcohol, such as drugs, hazing, etc. This was based on recommendations from JED and Culture of Respect. This doesn’t mean everyone will be granted amnesty, but it will be considered.

The process of how organizations are registered was shared. There should be accuracy in language to reflect whether it is a departmental (sponsored) or independent (affiliated) organization. Going forward all students' organizations will have a faculty/staff member be an advisor, so they stay connected to the university. There will be an update to benefits of recognition, off campus accounts will be permitted for funds they raised independently. More training will also be available. Additionally, the student event policy will be updated to help students plan safe events. The associate general counsel briefly explained the legal implications. Any house associated with KSU, both sponsored and affiliated, will be held to the standards of Title IX. To mitigate the risk to KSU with these changes it was recommended that communication with students and advisors be clear. Clear boundaries should be set for Title IX and conduct jurisdiction and those should be communicated intentionally. Also, utilize forms and controls for events. It was noted that all advisors of a student organization are acting within their roles as a KSU employee. Next steps: The president's cabinet has voiced unanimous support. Current searches underway to help implement these changes are for a director of fraternity and sorority life, NPHC, Fraternities and Sororities for underrepresented students. The timeline for implementation is August 1, 2023.

Discussion:

Further clarity regarding advisor support was requested. It was stated that substantial training will be offered. The Center for student involvement will provide training to strengthen that policy of care.

Any student organization that wants to be recognized by the university must register. It was noted the last time a significant change surrounding student organizations occurred, about half of those organizations were lost. It was inquired how many student organizations are registered. Administration is optimistic that the current 400 organizations will remain.

Dr. Lane also asked for Faculty/staff involvement and support for the success of this policy. It was reiterated that guidance and training will be provided. Oversight of the funds falls on the student organizations. University funds go through the university process. For both advisors and student organizations.

4. Jay Stephens: Hiring incentive policy; salaries

VP Stephens began by sharing the new PPM chapter, 4005, regarding the Hiring Incentive. This was developed to help with recruiting. The moving policy can be difficult, and they hope to create incentives for positions in the university up to 25% no more than \$25,000. This gives departments flexibility to recruit for K-State.

Salaries – It was reported that currently neither house nor senate have anything on their budgets for state employees. Salaries will be a big part of what comes from our strategic plan. You need to have a target and a commitment to that target and the ability to do it. It was stated President Linton will do an equity study.

Questions were raised about guidelines for department heads for best practices. VP Stephens sees it as retention money.

Another question was raised on the option for 9-month salary to be paid over 12 months. This was discussed in detail with the FS Executive committee. David Brown, in HCS, is working through the possibilities around this and what can be done, and VP Stephens will report back their findings to the Executive committee.

5. Approval of Consent Agenda (page 8) – 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.

6. New Business

A. Proposed change to FS Constitution, University Handbook, Appendix E (action) – **Attachment 1**

- Reserve seat within General University Caucus for senator from Olathe campus
- Move administration positions back within home units for elections and representation
- Remove by-law #7 related to secret ballots due to KOMA requirements

As a reminder of what was shared during the March Faculty Senate meeting, President Saucier reported that the constitution committee concluded the work they were charged to complete. The ad hoc committee's charge was for two specific issues. One was to review the composition of the General University caucus to ensure that it was adequately representing the correct constituents. Secondly, the ad hoc committee was to review representation and/or eligibility for other constituent groups, including Olathe. The ad hoc committee is bringing forward today, for action, proposed changes. He would like senators to consider having three separate motions on the proposal, one for each proposed change. He briefly reviewed each of the changes and the rationale for these.

President Saucier and the ad hoc constitution committee hope that action can be taken on this proposal today to allow time for review by the university faculty and professional staff and to have a vote by them during the first week of May. Otherwise, this proposal will need to be pushed to the beginning of the fall semester. Of course, this decision will be determined by senators.

A motion was made by Past President Littrell and seconded by President Elect Von Bergen to approve the first proposed change to reserve a seat within the General University caucus for a senator from the Olathe campus.

Discussion:

There was a question raised about who qualifies for an Olathe seat. This would be someone who has over .5 FTE in Olathe directly. There are those who assist Olathe but have a departmental home in one of the other colleges or unit. Those persons would not be eligible for this seat. Rather they would be part of their home college or unit elections. There are about 30 individuals who fit the criteria for Olathe. At this time, that senator would be part of the discussion within the general university caucus related to an assignment for one of the permanent committees, such as academic affairs, etc.

Motion carried.

A motion was made by President Elect Von Bergen and seconded by Senator Vardiman to approve the second proposed change to move deans, associate deans, and assistant deans back to being represented within their units, along with the director, associate director, and assistant director of extension back to being represented within Extension.

Motion carried.

A motion was made by Senator Moorberg and seconded by Senator Vardiman to approve the third proposed change. This is the removal of by-law #7 referring to the use of secret ballots. This is in order to come within current legislation of the Kansas Open Meetings Act. It was noted that, as a by-law, if this motion is approved today, it will be considered final and does not need further action at the general meeting of the faculty and professional staff as the other two items will.

Motion carried.

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

A. Academic Affairs – Andy Bennett/Brandon Kliewer

- Proposed overall changes to University Handbook, Section F – **Attachment 2**
- Proposed Approval Process for Microcredentials – **Attachment 3**

Senator Kliewer moved to approve the changes to Section F of the University Handbook. These changes have been through various committees for review and was jointly approved by Academic Affairs and Faculty Affairs. Even though there are still sections that need a more in-depth review for possible future changes, it was decided the overall changes should be moved forward.

Discussion: There was discussion regarding Section F10. There is lack of support for this change and an amendment was proposed. Senator Dodd offered an amendment as she feels this provision is an infringement to her academic freedom.

Our Registrar, Kelley Brundage, wished to clarify that federal financial aid and FERPA require certain wording in order record enrollment and to not be in violation with federal policy and to be in alignment with federal law. There seems to be a growing issue with students being enrolled in Canvas but not registered with the university because of a registration barrier. Administration wants to make it clear that students should not attend class without being registered. It was suggested that a definition of when you are classified as a student be updated, which is the point of enrollment. Given that section F has a lot of issues, Senator Bennett suggested that the amended wording be accepted as intermediate language rather than the original language. If there are no legal issues, this was agreeable. It was noted this, and other sections, should be revisited. We want to make sure to stay in compliance with FERPA and be clear that a student is not enrolled unless they are registered in their classes at K-State.

After further lengthy discussion and given the hour, Senator Dodd called the question. Senator Von Bergen seconded. The motion to call the question carried. Senators voted on the amendment.

Amendment carried.

There was discussion on F51, the course description key. Certain wording describing 500-699 courses does not match KBOR language and is misleading. Senator Hay McCammant made a motion to amend F51 to strike the wording that does not match KBOR's wording (where it reads "courses 500-699 are eligible for graduate credit") and Moorberg seconded the motion.

Amendment carried.

Senator Hay McCammant also suggested F14 has an inconsistent title and link and should perhaps be updated to be consistent. She moved to amend the language be edited from Office of Undergraduate Admissions to Office of Recruitment and Admissions. This amendment was seconded by Senator Moorberg.

Amendment carried.

Motion to approve Section F changes, as amended, carried.

Senator Kliewer moved to approve the proposed approval process for microcredentials as outlined in attachment 3.

Senator Bennett wanted to point out that based on this proposal major academic units will be able to define their own policies for microcredentials to meet the needs of private industry.

It was inquired where microcredential are housed when they are officially approved. That and other questions still need answered. However, Senator Bennett shared that they are working with the registrar to create a Curriculog process. He shared that nine microcredentials have been approved and 21 students have earned a microcredential.

Motion carried.

- B. Faculty Affairs – Brad Cunningham/Tareque Nasser  
Nothing to report.
- C. Graduate Student Council – Tucker Graff  
No report. Graff wished to introduce their new president, Kortnee VanDonge.
- D. JEDAll – Graciela Berumen/Julie Yu Oppenheim
  - Proposed resolution for support of Okanagan Charter (action) – **Attachment 4**  
Senator Yu Oppenheim highlighted the great things already in place in the different colleges and reminded the senate that SGA has already approved the charter and that support for this charter would present a unified front about the importance of health. She moved, on behalf of JEDAll to approve the resolution in support of the Okanagan Charter.

Discussion:

There were concerns shared about adopting an outside charter and how that might undermine and interfere with the strategic plan. Another senator agreed and felt this would be a distraction to the strategic plan and plans to vote against it.

It was highlighted that there claims to be no cost but that the Charter needs to be placed in an office. There is concern that based on the history of K-State resources would more than likely be used to implement an office for this Charter. Also, implementing this charter would be a good way to take away part of the pressure on DEIB. Senator Yu clarified that there is no cost to *adopting* the charter, though she is sensitive to the arguments made. The overarching sense of wellness should be implemented in a strategic plan, and she agreed this charter would be a way to address DEIB without using those words.

Clarification was requested about the implications of having a charter. Senator Yu shared that an action plan would be created and that JEDAll could take the lead in seeing it to completion. From discussions with administration, it does not look like a director would immediately be assigned.

Senator Yu shared that their proposal for support of the Okanagan Charter does not specifically say it could be implemented into the strategic plan but is a crucial part to put on the president's radar.

Other senators shared agreements with the mission and values but are also concerned that this would be another performative K-State program.

Senator Littrell reminded the senate that we are already doing this work, and this is just a formal affirmation of our commitment. She shared that affirming an action we are already doing would not interfere with the strategic plan.

After further lengthy discussion a vote was taken. It was believed that this is more of a framework that can be used to evaluate decisions and be a good tool for reflection.

Motion carried.

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

Waiting on response from Handbook committee to better define the staff included in that process.

F. Student Senate – Kate Thomas

Senator Thomas introduced herself and incoming SGA president, Caleb Stout.

G. Technology – Michael Raine/Phil Vardiman

Senator Vardiman shared that there is a 93% completion of the Cybersecurity training. The university is still in process of student sign on for Duo. They are at 54 %.

H. University Planning – Rebecca Adams/Martin Seay

Nothing to report.

I. University Support Staff Senate – Regina Crowell

The USS Senate Recognition event is on April 19<sup>th</sup> at 11 am.

8. Announcements

A. [KBOR meeting report](#)

President Saucier invited members to review the KBOR meeting overview for March. There was nothing major he felt the need to report on specifically.

B. Faculty Senate 2023 elections – **Attachment 5**

President Saucier offered congratulations to our newly elected senators and much appreciation to current senators. On May 9<sup>th</sup> we will have our transition meeting. At that meeting we will welcome our new senators and say farewell to outgoing senators. We're grateful for the patience you've shown and that we know you'll continue to show.

C. [Faculty and Professional Staff Retiree Ceremony](#) – April 26, 4 pm, Alumni Center

This event will be at the Alumni Center but will also be live streamed so that those unable to attend in person can view the event. There are approximately 80 retirees this year.

9. Open discussion period for senators | New Initiatives | For the Good of the University (4:50 – 5:00)

Senator Korten suggested the need to celebrate and highlight our predecessors. President Saucier suggests that celebrating K-State accomplishments will help with strategic enrollment and overall morale of the institution.

10. The meeting adjourned at 5:26 pm.

Respectfully submitted by:

Graciela Berumen,  
Faculty Senate Secretary

Next meeting: Tuesday, May 9, 2023; 3:30 pm, K-State Student Union, Big 12 room

- *Recognition of outgoing senators and leadership: 3:15 pm*
- *First 2023-2024 Faculty Senate meeting: immediately following the 2022-2023 adjournment*

**ACADEMIC AFFAIRS  
CONSENT AGENDA**

Approve the following course and curriculum changes:

**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:1991/form> (\*copy and paste the link into your browser if clicking on it gives you an error message)

Business Administration	MANGT - 220 - Principles of Management MANGT - 491 - International Management Experience MIS - 411 - Business Programming Applications MIS - 422 - Business Database and SQL MIS - 433 - ERP Project Planning and Implementation MIS - 444 - Business Networks and Security MIS - 496 - Special Topics in MIS and Data Analytics MIS - 555 - Cloud Computing with Business Programming Applications MIS - 566 - Systems Analysis and Design
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**CURRICULUM:** \*<https://kstate.curriculog.com/agenda:1992/form> (\*copy and paste the link into your browser if clicking on it gives you an error message)

Business Administration	Data Analytics Certificate Management Information Systems (B.S.)
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**B. Graduation list(s), addition(s) and/or posthumous degree requests: None**