

MINUTES
Faculty Senate Executive Committee
Tuesday, August 27, 2024, 3:30 pm
Business Building 4061
Zoom ID: 929 0116 6488 | <https://ksu.zoom.us/j/92901166488>

1. Call to Order and Land Acknowledgment (President Teresa Douthit)
2. President Douthit introduced Susanne Renberg, the new Office Specialist for Faculty Senate, and thanked Candace LaBerge for all her continued help. Senators new to the Executive Committee were also introduced.
3. The May 28th Executive Committee Minutes were approved.
4. Dispute Resolution and Honor and Integrity System Reports
 - A. Office of Institutional Equity report (Justin Frederick - in person) – **Attachment 1**.
The report highlighted an increase in campus compliance reports, indicating successful outreach and education efforts. Key findings include peaks in reporting during September, October, and March, with sexual harassment as the most common complaint. VAWA-related incidents, especially stalking and sexual assault, are also significant. Engagement with outreach materials is high, with over 70% of recipients responding positively. The team conducted 191 informational meetings and initiated 35 cases for review or investigation. Looking ahead, they plan to update policies by January 2025 to align with new federal regulations, while continuing to collaborate with campus departments.
 - B. Employee Relations and Engagement report (Charlotte Self - will attend 9/10) – **Attachment 2**
While nobody was present to present this information, a representative will attend the next Faculty Senate meeting to present this report.
 - C. Ombudsperson report (Jared Meitler - in person) – **Attachment 3**
Jared Meitler, campus ombudsperson, outgoing ombudsperson Tara Coleman, and new ombudsperson Dr. Barbara Anderson were present. Meitler highlighted the 2023-2024 report, noting an increase in consultations and hours compared to last year, indicating earlier outreach for employment-related issues. The main concerns remain work environment, evaluations, and interpersonal conflict, with a rise in summer consultations suggesting more reflection time. Meitler also recognized Tara Coleman for her six years of service, emphasizing her contributions to the ombuds manual and mentoring.
 - D. Honor & Integrity System report (Camilla Roberts - in person) – **Attachment 4**
Honor pledge violations have risen this year, with 241 violations involving 255 students, marking a 75% increase from last year. Although this figure is below the COVID peak, it's the highest in four years. About 89% of students did not contest their violations, which has helped manage the process. Of the 28 students who contested, nine were found responsible, and some cases were dropped by faculty after discussions with students. Violations are spread across all undergraduate classes, with freshmen at nearly 30%. Roberts encouraged faculty to emphasize academic integrity and the honor system in their courses. Senator Cuesta asked about the university's policy on using AI. He was informed that currently the university lacks a universal policy on unauthorized AI

use, relying instead on syllabus statements from individual professors. Many AI-associated violations were likely submitted as a plagiarism violation. Sanctions for violations are determined by the professor who files the report, who can choose between a zero, a warning, or an XF. Faculty are encouraged to consult with department heads for standardized approaches, but the final decision rests with the professor. Senator Savage requested more information about AI detection. Roberts responded that there are concerns about relying on AI detection software, which often produces false positives. Research suggests that such tools may not be fully reliable for assessing academic integrity.

E. General Grievances report (Thomas Vontz - via Zoom) – **Attachment 5.**

Tom Vontz provided an update on the General Grievances Report, noting that he served as a substitute chair for a grievance filed in June 2023. The grievance panel convened in late October. However, the grievance was dismissed by mutual agreement before a decision was reached. Vontz mentioned that portions of Appendix G are under review to clarify various topics, including expense coverage for hiring outside attorneys and the selection process for the grievance panel. Vontz reminded faculty senators that serving on a grievance panel is an important duty, akin to jury duty, essential for resolving disputes within the university. He welcomed any questions about the report.

A motion was made and seconded to place the reports on the agenda for the next Faculty Senate meeting. The motion carried.

5. Report from Standing Committees, Graduate Student Council, and Senates (4:07-4:36pm)

A. Academic Affairs – Joann Kouba - Proposed consent agenda items (page 2).

Kouba moved to place the consent agenda items on the upcoming Faculty Senate agenda. Motion carried.

The Academic Affairs Committee proposed placing a Veterinary Medicine watermarkcourse item on the consent agenda for the next Senate meeting, which also passed without discussion.

The committee has held one meeting this year, welcoming new members, and noted a lighter number of course proposals at the moment, but that is expected to increase as new forms from the registrar's office are introduced.

B. Faculty Affairs – Brad Cunningham/Brandon Savage - No report.

C. Graduate Student Council – Zane Whitney - No report.

D. Justice, Equity, Diversity, Access, Inclusion, and Identify – Graciela Berumen/Gwen Sibley
No report.

E. Professional Staff Affairs – Linda Craghead

Senator Craghead stated that PSA will continue ongoing projects with human resources, including the time and leave system, performance management, and a compensation study affecting professional staff. They plan to invite Dr. Lane and Andy ? to discuss new free speech and expressive activity policies. Senator Craghead highlighted the need to clarify employee classifications to address confusion regarding the transition from the state system to the university system.

F. Student Senate – Carson Cuesta

The Student Senate announced their first meeting of the term this Thursday at 7 PM in Wildcat Chamber, with standing committees starting to meet. A positive note from students was the inclusion of Wildcat Pause Day on the academic calendar, for which they thanked returning members.

G. Technology – Phil Vardiman

Senator Vardiman announced that the committee has not yet met but is scheduled to do so on the third. They will host Thomas Bunton and Ted Courier to discuss IT policy changes and have received faculty input for discussion. Ryan Leimkuehler and Daniel Hall will also join to discuss the forthcoming generative AI policy. The committee is reviewing this policy for last-minute suggestions and plans to address the need for a new co-chair.

Discussion:

Senator Moorberg raised concerns about a rumor that there will be restrictions on computer purchases for faculty and staff, limiting options to three tiers: top, medium, and low for basic email use. Many faculty members oppose this potential limitation. Senator Vardiman offered to address these rumors in the upcoming meeting for clarification.

Senator Kastner from the College of Veterinary Medicine raised concerns about IT changes and asked about a potential Research Computing Advisory Committee being formed by the VPR's office. Senator Vardiman was unaware of this committee but agreed to inquire about it.

Senator Moorberg also sought clarification on the procedure for adding items to the Faculty Senate Executive Agenda versus a committee agenda. President Douthit indicated that it depends on the nature of the issue and that technology matters typically go through the Committee on Technology. She encouraged advance communication to determine the appropriate process for adding items as exceptions have been made in the past.

H. University Planning – Cassie Jones

The Provost's Office has extended the deadline for college-level workload policies to June 30, 2025, with a subsequent deadline of June 30, 2026, for departmental alignment. A memo will be sent to deans and department heads to communicate this change.

I. University Support Staff Senate – Kimm Dennis - No report.

6. Announcements

A. KBOR meeting report – Senate President, Teresa Douthit

President Douthit reported that in June KBOR approved a pathway for four-year institutions to grant associate degrees to students pursuing baccalaureate degrees in the same field. The University of Kansas also introduced a pilot program for a competency-based education model, enabling students to progress at their own pace through competencies rather than following a traditional semester schedule. Additional discussions included procedural clarifications on naming buildings and departments. A full KBOR meeting is planned for September, and minutes are available online for further details.

Discussion followed regarding competency based learning and associate degree offerings.

Senator Keen raised concerns about the lack of protections for four-year institutions against revenue losses to community colleges, noting there are guardrails preventing competition in the opposite direction. She recommended discussing this issue at future regents' meetings. The board is currently focused on affordable education and has established agreements that require four-year institutions to accept 60 credit hours for transfer students in specific programs, showing support for community colleges.

B. State of the University Address - Wednesday, September 11, 3:30-4:30 pm, McCain Auditorium

The State of the University Address will take place on Wednesday, September 11, at 3:30 PM in McCain Auditorium, organized by the president's office. The Senate will hold two open forums later in the year, one in October and one in spring.

C. Professor and Professional Staff of the Week selections (13 faculty / 12 professional staff) – Due 8/26

A reminder that selections for the Professor and Professional Staff of the Week awards were due yesterday; those who haven't submitted them will be contacted by Susanne.

7. Faculty Senate Committee Photos - Sept 10, 3:30pm, Student Union –

Faculty Senate photos will be on September 10, with all committee photos scheduled at once to streamline the process. Senators were encouraged to attend in person and bring their committee members for the photo session.

8. Open discussion

President Douthit urged senators to provide regular updates to the Executive or full Senate regarding their involvement in university-wide committees, such as those related to inclusive access or budget review, to ensure everyone stays informed about ongoing activities and developments.

Senator Berumen is recruiting facilitators for the Cats Connect program this semester, which offers a chance to interact with students outside the usual classroom environment.

Provost Mendez will be the first guest speaker this year at Faculty Senate, introducing himself and discussing his role and relationship with the Senate. He is scheduled to attend every meeting except one. The FSLC goals for the upcoming year are still being developed, and the Faculty Senate Leadership Committee will meet with the President, Provost, and VPR tomorrow to discuss the agenda further. There were no additional questions or discussion points raised.

9. Adjournment - Next meeting: Tuesday, September 24, 2024, 3:30pm, BB 4061