

MINUTES
KSU Faculty Senate Meeting
Tuesday, September 10, 2024, 3:30 pm
K-State Student Union, Big 12 room
Zoom ID: 932 5755 8705 | <https://ksu.zoom.us/j/93257558705>

3:10 pm Faculty Senate photos – Union Big 12

Present: Paige Adams, Grant Alford, Amir Bahadori, Sonya Baker, Elizabeth Berney, Graciela Berumen, Nathaniel Birkhead, Kyle Bradley, Nicolette Cassel, Linda Craghead, Don Crawford, Carson Cuesta, Brad Cunningham, Kimm Dennis, Joel DeRouche, Brandie Disberger, Elizabeth Dodd, Teresa Douthit, Anthony Ferraro, Bret Flanders, Tara Fronce, Bruce Glymour, Amy Hageman, Laura Hohenbary, Chris Jones, Justin Kastner, Julia Keen, Joann Kouba, Kimberly Kramer, Rachel Levitt, Sara Luly, Sherri Martinie, Susan Maxwell, Megan McCoy, Eve McCulloch, Tom Misilo, Laurel Moody, Colby Moorberg, Tarique Nasser, Edward Nowlin, Abbey Nutsch, Michael Oetken, Cassandra Olds, Judy O'Mara, Marci Ritter, Brandon Savage, Gwen Sibley, Martha Smith Caldas, Kimberly Staples, Lisa Tatonetti, Andy Thompson, Phil Vardiman, Jessie Vipham, Don Von Bergen, Paige Vulgamore, Kevin Wanklyn, Andy Wefald, Zane Whitney, La Barbara Wigfall, Lisa Wilken

Zoom: Christine Aakeroy, Kristin Anders, John Blair, Ashley Blake, Christopher Blevins, Michael Brouk, Rachel Clews, Bill Genereux, Danielle Hall, M Hossain, Deborah Kohl, Mary Kohn, , Dnaiel Ireton, Deborah Kohl, Erin Martinez, Jason Maseberg-Tomlinson, Mindy Markham, Betsy Molinary, Ashley Noll, KC Olson, Chad Paulk, Sujatha Prakash, David Renter, Merta Scott-Hall, Eric Shappee, Andrew Smith, Elliot Young, Steve Warren, Becca Zecha

Present by Proxy: Amy Bruska (Justin Kastner), Marcus Kidd (Phil Vardiman), Shane Lyon (Justin Kastner)

1. Call to Order and Land Acknowledgment (President Teresa Douthit)
2. Susanne Renberg – Introduction
3. Provost Mendez – Introduction
The Provost shared his background, vision for joint governance with Faculty Senate and more information about the Strategic Enrollment Plan outline.

Senator Keen requested that he report the number of administrators hired in the last three years versus the number of faculty that have been hired. He will provide that report during the next Faculty Senate meeting.

4. The minutes from the June 11, 2024, meeting were approved.
5. The Academic Affairs Consent Agenda (page 5), presented by President-elect, Sara Luly, was approved.
6. Dispute Resolution and Honor and Integrity System Reports
 - A. Office of Institutional Equity report (Justin Frederick - in person) – **Attachment 1**
The report highlights 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) – **Attachment 2**

C. Ombudsperson report (Jared Meitler - in person) – **Attachment 3**

Jared Meitler, representing the campus ombudspersons, announced that Dr. Alfred Cochran is unavailable, but outgoing ombudsperson Tara Coleman and new member Dr. Barbara Anderson are present. He 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. Mitler 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%. The report encourages faculty to emphasize academic integrity and the honor system in their courses.

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

Not in attendance. See attachment.

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

A. Academic Affairs – Joann Kouba/Hansin Bilgili

Joann and Hansin, the new co-chairs, introduced themselves. Joann is a professor in Animal Science, focusing on teaching and advising, while Hansin is an associate professor in Management, specializing in strategic leadership and ethics. They welcomed other new members and noted that the curriculum items list is currently short but expected to expand soon. Dr. Gonzalez will attend the next meeting to discuss upcoming academic policies and items, including math pathways and transfer hours, which need to be finalized by December.

B. Faculty Affairs – Brad Cunningham/Brandon Savage

The Senators introduced themselves and reported that their committee has met once and is working on updates to the handbook to comply with board policy, specifically regarding the notice of non-renewal. They have no official updates to share yet but plan to present them soon.

C. Graduate Student Council – Zane Whitney

Registration for the "Research in the State" event is now open, with a deadline of September 30 for graduate students to sign up. The event will take place on October 10, and the graduate school is offering limited funding for poster printing. Last year's participation reached 79%, and the graduate school is introducing a faculty mentorship award to recognize faculty who mentor students in research activities.

D. Justice, Equity, Diversity, Access, Inclusion, and Identify – Gwen Sibley

Have not had their first meeting, no updates at this time.

E. Professional Staff Affairs – Monica Curnutt/Linda Craghead

After introductions the Senators shared that they plan to work with HR on a professional development survey to identify gaps in career advancement opportunities for staff. They aim to simplify the staff award system for easier nominations and recognition. Recent discussions with Dr. Marshall Stewart highlighted the need for more support for increasing faculty and staff services.

The KBOR meeting discussed a summit idea from KU, which brings professional staff together for development. Upcoming guests include HR on the 17th for updates on time and leave, Dr. Lane on the 15th regarding the expressive policy, and Thomas Byrd in November to discuss cyber incidents and personnel changes.

F. Student Senate – Carson Cuesta

No report.

G. Technology – Phil Vardiman

Senator Vardiman shared that Abbey Nutsch is the new co-chair. He mentioned this committee is gathering information on new policies which will be shared soon. He encouraged faculty to reach out to their representatives or him for clarification. Faculty will have the opportunity to review and give feedback on these policies, including an exemption process for necessary research-related software and hardware.

Discussion:

Senators wanted to know when the IT incident report would be released and were informed that it would likely remain private to prevent misuse. Enhancements to IT structure and security measures have been implemented. Faculty members are encouraged to reach out for questions about new policies or attend upcoming meetings with officials like Thomas Bunton. The aim is to meet external IT protection standards.

Concerns about computing requirements for students, particularly in specialized programs like architecture, were discussed, with an emphasis on faculty needing to collaborate with their IT departments for solutions. There will be exceptions for faculty regarding equipment purchases. Ongoing cyberattacks were also highlighted, with numerous daily attempts, and preparations helped minimize damage from a recent attack. Faculty were encouraged to reach out for further information or questions.

H. University Planning – Cassie Jones/Kimberly Kramer

The new co-chairs of the committee are establishing their agenda for the year and inviting feedback on financial planning and budget concerns. They also addressed the recent announcement about the International Student Center's relocation, mentioning that facilities have reviewed the decision, though further details on the reasons for the move and upcoming upgrades are still in progress.

Discussion:

Senator Doti raised concerns about the plans for the International Student Center building, Senator Kramer shared that the building is in poor condition and deemed unusable, issues include a non-functional kitchen, a damaged roof, and structural problems, with an estimated \$1.6 million backlog in maintenance. Senator Doti expressed concerns about the shrinking space available to

the university community and the loss of buildings with architectural significance. It was shared that efforts to document the building's history and significance before any demolition are being made and that any feedback and additional concerns are welcomed from the community.

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

8. Updates / Announcements (4:37 – 4:47)

A. State of Our University – Sept 11, 3:00pm, McCain

Attendance was encouraged.

B. Open Forum – Oct 9; 3:30pm, Union Forum Hall

There will be an open forum sponsored by the Senate on October 9 at 3:30 PM in Forum Hall, focused on Q&A without pre-provided questions. Attendance was encouraged.

C. Professor / Professional Staff of the week – **Attachment 6**

The Professor and Professional Staff of the Week awards were discussed, with congratulations extended to the awardees present. Those needing to provide a photo or bio to Susanne were encouraged to do so promptly.

D. KBOR meeting report – Teresa Douthit

KBOR approved a policy allowing Universities to grant Associates degrees in cases where students are pursuing a Baccalaureate in the field, but it is not intended to be a standalone degree; instead it is intended to be stackable with the Bachelor's Degree. They also approved **systemwide associate-to-baccalaureate transfer programs** for business administration, Management, & Operations; Computer Science, Pre-Bachelor of Science in Nursing; and Pre-Social Work. Universities must award 60 credit hours to the corresponding baccalaureate degrees on or before Fall 2027 to transfer students who completed the approved associate degrees.

KU proposed a competency-based program that enables students to progress at their own pace by achieving specific competencies instead of following a traditional semester timeline. The proposed program seems to require more manpower and resources.

E. Senator Replacements:

- Architecture, Planning & Design: Don Crawford or Grant Alford for La Barbara Wigfall (Spring '25 semester)

F. Expressive Activity policies (Sara Luly)

Sarah Luly discussed changes to the expressive activity policy, aimed at simplifying rules for demonstrations and protests. Key updates include Event Duration - activities can last a maximum of eight hours; No Camping Rule - Camping on campus is no longer allowed, with exceptions for tailgating, raising concerns about limiting student activism; Chalking Policy - Chalking is explicitly permitted, and removing or altering chalk messages is prohibited.

Concerns were expressed about the implications of the no camping ban, particularly regarding the university's history of activism. President-elect Luly emphasized the need for ongoing discussions to balance safety and the right to protest.

G. Compensation Study (Teresa Douthit)

The university is set to hire a vendor for a two-year competency review that will involve faculty, staff, and graduate students. An RFP is currently out, and the vendor has yet to be chosen. Community

engagement opportunities will be available during the process, and faculty are encouraged to participate.

H. Other committee updates

Elizabeth Bernie from the library reported on the progress of the textbook course reserves and affordability initiatives. The library has improved its collaboration with the bookstore, increasing its ownership of required textbooks from 13% to over 35%. Although the budget for course reserves was exhausted early this semester, additional funding is being sought, and faculty are encouraged to submit requests for the spring semester as soon as possible.

9. Open discussion period for senators | New Initiatives | For the Good of the University

10. Adjournment

Next meeting: Tuesday, October 8, 2024; 3:30 pm, Union Big 12.

ACADEMIC AFFAIRS

CONSENT AGENDA

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.

- 1) From the list of proposals, hover over the proposal and click View/Edit Proposal Icon
- 2) In User Tracking, change "Show current" to "Show current with markup"
- 3) View the proposal
- 4) 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:2437/form> (*copy and paste the link into your browser if clicking on it gives you an error message)

Veterinary Medicine	AP - 641 - Histology for Health Professions
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