

FACULTY SENATE MINUTES

February 27, 2023

The Pittsburg State University Faculty Senate met at 3:00 p.m. on Monday, February 27, 2023, with Karen Johnson, President, presiding.

Past Minutes

Minutes from the January 23, 2023 meeting were approved.

Announcements

Provost and Vice President of Academic Affairs – Dr. Howard Smith

Provost Smith reported that rpk's final report will be provided to KBOR in March. Recently institutions were asked by KBOR to provide feedback on new programs that didn't meet 1, 2, or 3-year projections; feedback is due this week. Most programs meet targets if we include spring and projected CARES enrollments. Pittsburg State is hosting KBOR on April 19th -20th at the Bicknell Family Center for the Arts. Several PSU initiatives will be shared during their visit, possibly including the Associate of Arts proposal. Program Review is being discussed at KBOR in an attempt to better align metrics and cycles across the system so that programs can be more easily evaluated.

Provost Smith will not be at the next Faculty Senate meeting as he will be presenting at HLC. However, he shared that he will be back that evening bartending at Brick and Mortar to raise money for scholarships.

PSU/KNEA –Khamis Siam, President

It was reported that Dr. Siam and Dr. Washburn met with President Shipp and Provost Smith on February 3rd to exchange issues. The entire team also met with the administration team on February 13th. There were a number of items agreed upon and several still under discussion. (See attached.)

The General Meeting is scheduled for March 7th. An email will be sent soon with details.

Student Senate – Tarryn Brenner, Representative

It was reported that SGA sent five members to Topeka to meet with representatives and advocate for higher education, including sustainability, after graduation retention and accessibility of campuses. In addition, SGA passed two resolutions regarding EOF and student activity fees. Both resolutions can be found on the SGA website. Lastly, the Big Event is scheduled for April 1st. (See attached for additional details.)

Unclassified Professional Senate – Tammy Higgins, President

It was reported that UPS is working with USS on a Docking Survey response and will share the response with President Shipp. Town halls will be scheduled for those who are interested in learning more. In addition to the Docking Survey response, UPS is in the process of updating bylaws to clarify eligibility requirements for UPS and is preparing for additional elections.

University Support Staff – Diane Letner, President

No report.

Faculty Senate President – Karen Johnson, President

President Johnson reported that evaluations for directors/chairs are now open in CANVAS. In addition, President Johnson announced that Apple Day is March 27th and she will be reaching out for volunteers soon. The apple dessert contest will still be held. Faculty were encouraged to watch for Apple Day details coming soon.

Academic Affairs – Mike Carper, Chair

No report.

Undergraduate Curriculum – Janet Zepernick, Chair

All submissions up for review were passed and recommended for approval by Faculty Senate. See agenda for details.

All curriculum items recommended by the Undergraduate Curriculum Committee were approved.

Library Services/Learning Resources – Chase Dearing, Chair

It was reported that the committee will meet in March to elect a new chair as the current chair is on sabbatical.

Online and Distance Learning – Laurent Pretot, Chair

The committee met on February 15th to review the draft of the new plan. Susan Dellasega is taking the lead with the committee serving as an advisory council. See agenda for details.

Academic Honors – Kris Lawson, Chair

No report.

Honors College – Rion Huffman, Chair

The committee hosted 47 students on campus to interview for the Honors College. Thirty offers have been extended. See agenda for additional details.

Writing Across the Curriculum – Jason Clemensen, Chair

The committee is reviewing Writing to Learn submissions and plans to have scoring done today, February 27th.

Diversity and Multicultural Affairs – Laura Washburn, Chair

No report.

Student-Faculty – Cole Shewmake, Chair

Priority enrollment for PSU student employees, SGA representatives and student athletes will start with early enrollment in April. See agenda for additional details.

All University Committee – John Daley, Chair

No report.

Faculty Affairs – Amy Hite, Chair

The committee continues to approve travel requests. Funding in the amount of \$25,000 of the available \$100,000 has been approved. Senators were asked to encourage faculty in their areas to apply.

The committee also presented a proposal to increase professional development funding for each priority and to add a priority 3 classification in an attempt to better utilize funds. Based on the committee's research, the increase in funding that would result from the new proposal would be within budget. If approved, the new proposal would go into effect with the next academic year. Senators were encouraged to provide faculty the new proposal for feedback. (See the agenda for the new proposal.)

Constitution Committee – Casie Hermansson, Chair

No report.

Pitt State Pathway Committee – Bob Kehle, Chair

The committee presented three proposals for a second reading and vote: 1) the new PSU general education course package that follows the new KBOR systemwide format, 2) the new PSU General Education Objectives document, and 3) the list of items required for all General Education classes. (See agenda for details.)

All three proposals recommended by the committee were approved.

A question was asked regarding general education Math requirements for certain programs and if these could continue to be required. KBOR is work on a new Math Pathways project which isn't expected to be completed for another two years. Programs can continue to require a specific Math course in the interim.

Budget Committee – Kent Runyan, Chair
No report.

Academic Honesty – Rebeca Book, Chair
No report.

Unfinished Business

None.

New Business

None.

Open Forum

The Open: An Art Exhibit will be held at the Bicknell Family Center for the Arts at 3pm March 8th. Thanks to those who have submitted. The PSU Jazz festival is March 3rd. The concert will be held at Memorial Auditorium at 7:30pm. Tickets are still available. If you have an event requiring photo services, contact Rion Huffman. One of the student organizations in Graphics and Imaging Technologies as a fundraiser is providing this service for a nominal fee.

Meeting Adjourned Meeting adjourned Monday, February 27, 2023, at 3:55 p.m.



Melinda Roelfs, Recording Secretary

From the Table: Updates on Contract Negotiations

From PSU-KNEA Bargaining Spokesperson Laura Lee Washburn

PSU KNEA president Khamis Siam and I met with President Shipp and Provost Smith to exchange issues on February 3. The entire negotiating team met with the administration team again on February 13.

Right now the team is meeting weekly and looking at the whole contract, with financial issues (salary, compression, enhancements, adjustments, and summer monies) at the top of PSU-KNEA list of issues. We thank our team, Jessica Jorgenson Borchert, Peter Chung, Mike Elder, Trent Lindbloom, and ex officio Khamis Siam, for meeting 1-2 times a week this semester and also for meeting last semester, and we thank Chris Anderson for filling in for Jessica then.

A positive development is that President Shipp and Provost Smith are taking part in negotiations, a departure from recent years when PSU/KNEA had to bargain with administration representatives who weren't authorized to make decisions at the table. This has led to some quick agreements, including the following:

- ✓ Agreed: Merit pay and promotion pay allocation will be automatic (and not negotiated each year). Most faculty who are granted promotions have probably already assumed that their raises would be automatic the next year. We have actually had to negotiate this in past.
- ✓ Agreed: Statement on predatory journals "As expectations concerning the form of research and creative endeavors vary naturally across disciplines, faculty members are encouraged to consult their department/school and college promotion and tenure documents for specific criteria. Quality and peer review in scholarship are highly valued characteristics, thus, predatory journals and publications should be avoided."
- ✓ Agreed: References to free use of the pool will be removed. Faculty will receive free use of the rec. center.
- ✓ Agreed in principle: Raises should be added to the base.
- ✓ Agreed: Calendar for University Professor Promotions will clarify deadlines (third Fridays). Faculty will be notified by Provost's office the first time they are eligible for any promotion in April and August via an email from the Provost's office and this will only go only once for first time eligible for most promotions, including U. Prof. and any renewal.
- ✓ Agreed: Threat and threat procedure trainings will be offered (no mandatory viewing of violent video).
- ✓ Agreed: To reinforce, the existing contract footnote, "Departmental and School/College activities involving faculty will not be scheduled during student recesses unless mutually agreed to by the individual faculty members and the administration," the administration will remind the CTLT to offer faculty multiple options for trainings or workshops within regular semesters, and not *only* on holidays.

Under discussion:

- We have agreed on a committee that will look at salary issues/raises with a goal of completing negotiations by April with necessary contingencies in place involving enrollment numbers, faculty attrition, legislative issues. We will be represented by Khamis Siam, Ananda Jayawardhana, Scott Thuong, while Doug Ball and Howard Smith will represent the administration. This committee will also gather data regarding salary enhancements, and summer school. We have posited the idea of Permanent line in budget for faculty raises. We have raised the issue of changing timeline for negotiations to make sure faculty salaries are discussed early in budget process.
- Safety: President Shipp has convened a group to make recommendations with a deadline of March 1st. Our representative on the group is Dr. Bridgette Fincher. We have brought this short list to the table as our key issues: 1) ability to secure rooms/offices, 2) ability to send alert to police on multi-media boxes where those boxes already exist, 3) ability to get message to police/medical/911 from offices, elevator, classrooms, 4) availability of clear instructions for tornado, medical emergency in appropriate places. Administration wants faculty to go over some safety procedures on the first day of face to face classes (Run, Hide, Fight/Personal Safety Plans), and we agree this is prudent.
- Promotion and Merit Pay Dollars: We have asked administration to consider that in the event contract negotiations lead to an increase in promotion (or merit?) dollars, faculty who have just been approved for promotion (and who have not yet received raises) will receive the higher dollar amount when payments begin.
- Summer: We all agree that late contracts for summer courses are not best practices, but we have not discussed a single solution.
- Return to multi-year contracts rather than one-year contracts. (Dollars are annual discussions.)

Other notes:

We learned that health insurance for a period after retirement (like a bridge to Medicare for employee or spouse) is negotiable, and has been negotiated by some faculty. We are interested in adding this information to the contract.

The administration team asked to explore options for “progressive discipline” (options other than firing for employees who violate workplace standards)

We have brought the following issues up at the table, but have not had discussion at this point.

- Need for a clear standard for formatting tenure/promotion dossiers
- Increase money received for tenure and promotion
- University Professor (possibly increase number from 2% upward; etc.)
- GRIEVANCE: Right to grieve rating on individual areas (teaching, research, service) in faculty annual report, not just overall rating
- OTHER PROVISIONS: Free parking for faculty in Blue and Brown lots
- Release time for one member per year of PSU/KNEA bargaining team

Karen,

I am unable to make it over in time for Faculty Senate, but here are a few things that we have been doing since the last time we met:

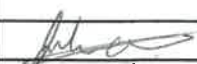
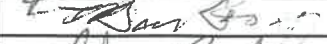

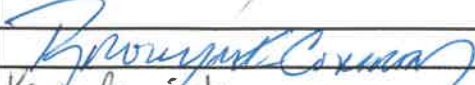








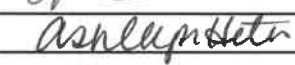
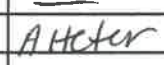

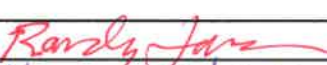




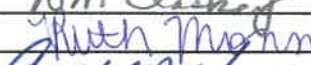

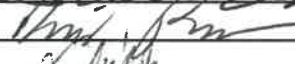





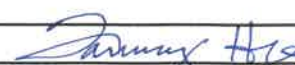

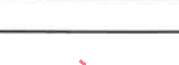


- Higher Education Day: Five of our members, including myself, traveled to Topeka, KS to lobby with our representatives about getting some more attention on higher education institutions. We spoke to 6 Senators and Representatives about sustainability efforts, after graduation retention, and accessibility around our campus. They were all very receptive to what we had to say and are ready to help in any way they can!
- EOF and Student Activity Fees: We have passed 2 resolutions over the EOF budget and the Student Activity fees. They are on our Gorilla Engage page under documents if you would like to look at them.
- The BIG Event: This is the 20th year of planning and organizing the BIG Event at Pitt State and we are excited to say that it is on April 1st (no, it is not an April Fool's Day joke) and we already have a long list of volunteers signed up already. If you or anyone you know would like to participate, please email me at sgapresident@pittstate.edu (focused on lower income and ability homes).

Please let me know if I need to send anything else.

Thank you!

Tarynn Brenner

FACULTY SENATE MEMEBERSHIP (22-23) February 27, 2023

Faculty Senators	Signature	Substitute (Print)
Karen Johnson, (President)		
Jordan Backs, TWL		
Tim Bailey, HPSS		
Rebeca Book, (President Elect)		
Susan Carlson, At-Large		
Browyn Conrad, WGS		
Kari Cronister, FCS		
Marcus Daczewitz, TCHL		
John Daley, HPSS		
Kristi Frisbee, At-Large		
Andrew George, BIOL		
Ram Gupta, CHEM		
Rick Hardy, HHRP		
Todd Hastings, MUSIC		
Casie Hermansson, ENGML		
Ashleigh Heter, NURS		
Amy Hite, At-Large		
Ananda Jayawardhana, At-Large		
Mark Johnson, At-Large		
Randy Jones, AUTO		
Myriam Krepps, ENGML		
Chris Labuda, Library		
Kris Lawson, At-Large		
Janet Lewis, ART		
Kristen Livingston, COMM		
Kristen Maceli, KUSB		
Barbara McClaskey, At-Large		
Ruth Monnier, At-Large		
Clifford Morris, At-Large		
Shannon Nicklaus, CMCET		
David Pearson, PHYS		
Laurent Pretot, PSYCH		
Jason Reid, TWL		
Kent Runyan, At-Large		
Ashley Shaw, TCHL		
Josh Shay, MIL		
Cole Shewmake, (Past President)		
Dan Spielbusch, ETECH		
Scott Thuong, MATH		
David Weaver, KUSB		
Gail Yarick, At-Large		
UPS Senate Representative		
USS Senate Representative		
Student Government Representative		
Student		

Guest - Tatiana Coric