



MINUTES

Kelce Leadership Team
8:30 a.m. – Room #121

Summer Monthly Meeting #1: June 17, 2025

Present: Alex Binder, Chelsey Decker, Paul Grimes, Holly Kent, Lynn Murray

Absent: Mimi Morrison (vacation)

I. Dean's Administrative Update

a. Provost Academic Leadership (PAL) did not meet this week; did meet last week with the following items:

1. KNEA; faculty team asked to meet to avoid an impasse; concessions on key items included:
 - Teaching Evaluations for performance appraisals; results from ALL courses taught will now be available for review by the chair; however, the language is weak as the faculty member may choose "two representative courses to be used" for the annual performance appraisal – "representative" not defined
 - Workload; implements a staggered release for teaching multiple graduate courses during the year; will require a full-time graduate schedule to be released from 2 courses during one year; no new language concerning minimum credit hour generation
2. Plan to appoint or hire a Graduate Director at the university level to oversee coordination of graduate programs and policies campus-wide; not a dean but someone who can provide centralized planning and oversight; also announced that a 3-year contract has been signed with EAB for consulting services to raise graduate student enrollment – unclear where this leaves Kelce and Risepoint – Dean Grimes expressed his concerns
3. New Faculty Mentoring; discussion concerning the effectiveness of current system; are new faculty mentors providing value for new hires?; wide variation of engagement across those assigned to be mentors; CTLT will continue with current model but will provide deans and chairs with more feedback concerning specific issues
4. Travel Policy; President's Cabinet discussing the development of a new campus-wide travel policy and system for financially supporting faculty travel; no specific details available at this time but desire to provide colleges with a simplified funding source approach; KLT expressed agreement that reform is needed
5. New Hires in Academic Affairs;
 - Eric Deatherage – Dean of Libraries; formerly Library Director at Crowder College.
 - Mark Diacopoulos – Associate Provost; will handle HLC accreditation oversight (formerly Jan Smith's role) but will also continue with oversight of the Program Review and curriculum assessment processes.
 - Jason Clemensen – Associate Dean for College of Education; will assist Susan as she takes on Dean's role for COE in the fall.

b. Dean Grimes attended the Kansas Business Hall of Fame induction ceremonies at Emporia State last week.

- Working with Kathleen to nominate Gene Bicknell for consideration.
- Discussed K-State's badges program with Kevin Gwinner, K-State Business Dean. They use the Credly platform. Campus-wide initiative but wide variation of buy-in across campus; business one of the leading users; their model is to offer short online courses equivalent to 1-credit hour of contact time for students to earn a professional credential which results in a virtual "Badge" issued by Credly; students pay \$99 per course/badge; faculty volunteer to develop courses and receive compensation for oversight; long-term plan to eventually offer course credit and stack badges into academic certificates; needs administrative oversight and promotion; Credly is a only a repository for registering credentials/badges

c. KBOA – discussed possible dates in July for virtual summer meeting; after the 21st is preferred

d. Discuss Academic Affairs performance appraisal process for direct reports to the dean; on agenda for next PAL; all agreed that each should provide a report on accomplishments for evaluation

II. Preparation for KLT Retreat (Tuesday, June 24th; discussed time and location options – Dean Grimes will try to secure location; group prefers to start at 8:30 a.m.). Items for agenda:

a. Edit college bylaws document to reflect addition of HRM, new degrees, and current titles – Dean Grimes will distribute suggested edits based on recent changes and current practices; need to prepare College Standing Committee assignments for AY25-26 based on edited bylaws

- b. Edit AACSB policy and procedure documents to reflect new 6-year cycle
 - Faculty Qualifications; how to handle research output expectations
 - Faculty Sufficiency; does supporting and participating criteria need to change?
 - Review vision, mission, guiding values, research mission, etc.
 - Review and update our ethics statements – online and AI issues should be reflected
 - c. Gorilla Plan
 - 4th quarter/end of year update due at end of the month; what sunsets and what rolls forward?
 - Review previously approved initiatives for next fiscal year; do all go forward? any changes due to new events?
 - d. Planning for next academic year; opening week events; onboarding of new faculty/staff; group discussed opening college workshop date may be influenced by new president's choice regarding opening meeting; additional discussion on PD Day being broken into separate faculty and staff events held at different times during the year
- III. Discussion of new building project
- a. OAC meeting this morning at 10:00 a.m.
 - b. Dean Grimes met with Jim Hughes about coffee bar RFP; discussed format and scope of possible vendors; will provide an RFP example; discussion covered options for formats – traditional staffed coffee bar or an automated self-serve C-Store format similar to those in airports and stadiums; all agreed to create an RFP to solicit ideas that include any format that meets our goals – use RFP to solicit options to meet our stated goals;
- IV. Administrative Area Updates
- a. ADGPB – Chelsey: attended SLATE training (new platform for admissions); rollout meeting for online MPAcc upcoming with Risepoint to include Accounting faculty representatives; Save the Date postcards went out to all living MBA alums (early response has been positive!)
 - b. ADMIN – Mimi: On vacation; no report
 - c. ADUSB – Lynn: Sarah continuing work on Viewbook project; CARES has been successful – good feedback from parents; working with Mimi on getting quote for straw-stoppers as a student giveaway
 - d. DSES – Holly: Professionalism course faculty retreat went well – everyone on the same page and enthusiastic about next year; SUITABLE pricing meeting set for Friday – still collecting feedback from those who missed the in-person demonstration; only 3 students left in the IB major
 - e. FC – Alex: working on a few issues with fall course schedule; all incoming new faculty/staff members have been assigned mentors; working through a long to-do list of administrative tasks
- V. Personnel Updates – Positions Remaining Open
- a. Forecasting Director (with RED) – new PD awaiting approval from HR before posting
 - b. Data Analyst (with RED) – no update;
 - c. Assistant Professor of Marketing – 10 applicants already in the pool!
 - d. Visiting Assistant Professor of Economics – D.J. Jiang; one-year reappointment in process; visa app started
- VI. Old or New Business
- a. Catalog updates – our final corrections/updates submitted to Registrar's Office
- VII. Adjourned as participants for OAC participants began arriving at 9:55 a.m.

Summer Dates to Remember:

June 2 to 25 – Summer I

June 30 to July 25 – Summer II