

**FACULTY SENATE MINUTES**  
**February 24, 2025**

The Pittsburg State University Faculty Senate met at 3:00 p.m. on Monday, February 24, 2025 with Norm Philipp, President, presiding.

**Past Minutes**

Minutes from the January 27, 2025 meeting were approved.

**Announcements**

*Provost and Vice President of Academic Affairs – Dr. Susan Bon*

No report. Provost Bon was not able to attend. President Philipp did share that a transition plan is being created to prepare for the next PSU President.

*PSU/KNEA –Khamis Siam, President*

President Siam Spoke about HB 2348. PSU KNEA members can utilize the Facebook page for discussion.

*Student Senate – Jonah Sandford, Representative*

President Eckstein reported that the Big Event is scheduled for April 5<sup>th</sup>. Churches and community members are welcome to request services. Students are encouraged to sign up in Gorilla Engage to assist. SGA is beginning the student organization fee process. Deadline is quickly approaching for student organizations to request funding. SGA is offering Student Opportunity Grants to students who will be doing internships. Beyond the Classroom grants have been eliminated. Next week, SGA will participate in Higher Ed Day on the Hill in Topeka.

*Unclassified Professional Senate – Greg Belcher, President*

President Belcher reported that final touches are being made to the Docking Institute survey. The survey will be sent to USS/UPS employees in late March/early April.

*University Support Staff – Michelle Hensley, President*

No report.

*Graduate College*

No report.

*Faculty Senate President – Norman Philipp, President*

President Philipp shared numerous updates. See agenda for details. The Provost Office has committed to a monetary award for the KBOR Faculty Award winners. Each recipient will receive \$1,000. (See attached for policy and criteria.) A question was raised about SB 76. President Philipp will conduct research on the Bill to determine if a resolution is appropriate.

**Committee Reports**

*Academic Affairs – Mark Diacopoulos, Chair*

No report.

*Undergraduate Curriculum – Byron McKay, 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 – Lora Winters, Chair*

No report.

*Online and Distance Learning – Kelly Woestman, Chair*

No report.

*Academic Honors – Rion Huffman, Chair*

No report.

*Honors College – Randy Winzer, Chair*

It was shared that the HC interviews were held recently. Selections will be shared soon. A request for permanent space has been submitted to Provost Bon.

*Writing Across the Curriculum – Ashley Shaw, Chair*

No report. Subcommittee will be sunset.

*Diversity and Multicultural Affairs – Joanne Britz, Chair*

No report.

*Student-Faculty – Serif Uran, Chair*

No report.

*All University Committee – Kristen Maceli, Chair*

No report.

*Faculty Affairs – David Sikolia, Chair*

No report.

*Constitution Committee – Mark Johnson, Chair*

It was reported that the committee will be reviewing titles and terminology for accuracy. Once these reviews are completed, the committee will check the accuracy of the current number of representatives per academic unit.

*General Education Committee – Mark Johnson, Chair*

No report.

*Budget Committee – Kent Runyan, Chair*

No report.

*Academic Honesty – David Weaver, Chair*

It was reported that a hearing was conducted recently and recommendations sent to Provost Bon for review and next steps.

*AI Committee – Jorge Leon and Grant Moss, Co-Chairs*

It was shared that the committee is working on a survey to gain an understanding of the climate on campus. It was clarified that this committee is not part of the AI symposium planned for later this semester.

### **Unfinished Business**

President Philipp is still seeking volunteers for Apple Day. See agenda for details.

### **New Business**

President Philipp shared a draft Faculty Senate resolution to HB 2348. (The resolution is attached to the minutes.) It was motioned and approved to conduct an online vote for the resolution. The resolution will be included in the 10-day viewing period.

**Open Forum**

The Faculty Achievement Celebration will be scheduled soon. It was noted that an AI symposium is being planned for late April. It will consist of a number of speakers and last around 2 hours. In addition, Women in Construction is scheduled for this week.

**Meeting Adjourned** Meeting adjourned Monday, February 24, 2025, at 4:05 p.m.

  
Melinda Roelfs, Recording Secretary



## Second Read of Request to Amend Board Policy Related to Faculty of the Year Awards

### Summary

*The Council of Faculty Senate Presidents and Board staff propose amendments to Board policy related to Faculty of the Year awards. These amendments would make full-time non-tenure-track faculty eligible for the Faculty of the Year awards in addition to currently eligible tenured and tenure-track faculty. The amendments would also add new Staff of the Year awards. In addition, the amendments would make several clarifying and other changes described below.*

### Background

Current Board policy provides that in order to recognize excellence in teaching, research, and service, the Board will, on an annual basis present an award to one tenured and one non-tenured but tenure track faculty member at each state educational institution and the University of Kansas Medical Center. Current Board policy does not provide for recognition of non-tenure-track faculty or other university staff. Proposed changes regarding the faculty awards were discussed and developed by the Council of Faculty Senate Presidents. The proposed addition of Staff of the Year awards was discussed at the January 2025 Board Governance Committee meeting. A first read of the draft policy amendments occurred on February 12, 2025, in both the Board Governance Committee meeting, and in the Council of Chief Academic Officers meeting. As a result of feedback received following the first read, the proposed staff award portion of the draft policy amendment was revised to clarify that the President or Chancellor of each state university and the University of Kansas Medical Center shall annually identify one staff member at each state university and the University of Kansas Medical Center to recommend to the Board for recognition.

In addition to the changes described above, the proposed policy amendment would expand the basis for recognition for Faculty of the Year awards from excellence in teaching, research, and service to also include extension, libraries, clinical duties and service in other roles. The amendment would provide for nominations to be submitted to the Board by the May Board meeting for recognition by invitation of the Board Chair, typically at the September Board meeting. The staff nominations would be submitted on the same timeline by the President or Chancellor of each state university and the University of Kansas Medical Center.

The draft policy changes are reflected in strikethrough and underline below.

\* \* \*

### C CHIEF EXECUTIVE OFFICER, FACULTY AND STAFF

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#### 9 FACULTY AND STAFF OF THE YEAR AWARDS

In order to recognize and encourage excellence in teaching, research, and service among university faculty, the Board ~~will~~ may, on an annual basis, present an award to one tenured, ~~and~~

one ~~non-tenured~~ but tenure-track, and one full-time non-tenure-track faculty member at each state educational institution and the University of Kansas Medical Center. To assist the Board in identifying appropriate recipients for ~~the~~ each award, the Faculty Senate of each state educational institution and the University of Kansas Medical Center shall adopt criteria by which each Faculty Senate shall annually select up to three ~~two~~ faculty members (one in each of the aforementioned categories) to recommend to the Board for recognition. The criteria shall seek to identify faculty members who have excelled in their university responsibilities (including teaching, research, extension, libraries, clinical duties, service and other roles) ~~whose teaching, research, and service~~ over the preceding academic year and have exemplified excellence and commitment to the mission of the institution. The criteria may be adopted and amended at any time in accord with the governance procedures of the individual Faculty Senates but shall be submitted to and subject to final review and approval by the President and Chief Executive Officer of the Board. Nominations shall be submitted to the Board by the May Board meeting to provide ~~in~~ adequate time for review and approval or rejection ~~at the Board's annual August retreat~~. Recipients shall be called before the Board for recognition ~~at the September Board meeting~~ by invitation of the Board Chair, typically at the September Board meeting.

In order to recognize and encourage excellence among university staff, the Board may, on an annual basis, present an award to one staff member at each state educational institution and the University of Kansas Medical Center. To assist the Board in identifying appropriate recipients for each award, the President or Chancellor of each state university and the University of Kansas Medical Center shall annually identify one staff member at each state university and the University of Kansas Medical Center to recommend to the Board for recognition and the reasons therefore and shall submit nominations to the Board by the May Board meeting to provide adequate time for review and approval or rejection. Recipients shall be called before the Board for recognition by invitation of the Board Chair, typically at the September Board meeting.

## Criteria for the Annual Kansas Board of Regents Faculty of the Year Award

### Nominees

Eligibility is restricted to faculty meeting the following requirements:

- Full-time, classified as tenured, or tenure-track, or non-tenure-track faculty
- Demonstrate one's excellence in their university duties (including teaching, scholarship/research, extension, libraries, clinical duties, and service and other roles) over the preceding academic year\* ~~have exemplified excellence~~ and commitment to the mission of the institution over the preceding academic year\*. *(confirmed by the dean of their respective college)*
- Have not received the annual KBOR Faculty of the Year Award in the previous two (2) years.

### Nominations

Nominations must adhere to the following guidelines to be accepted:

- Nominations may only be submitted by a faculty senator employed at the same institution as the nominee during the preceding academic year. \*
- A faculty senator may submit ~~two~~ three (3) nominations per year, one for a tenured faculty, ~~and~~ one for a tenure-track faculty, ~~and~~ one for a non-tenure-track faculty.

### Submission

- Nominations must be submitted to the “Faculty Senate KBOR Faculty of the Year Awards Committee.” See first bullet under Selection.
- Nominations are due by March 15<sup>th</sup> of the awarding year. #
- Nomination includes nominee’s name, academic department, and distribution of their workload for the academic year in which they are being nominated.
- Nomination includes the nominator’s name, academic department, and position held at their institution.
- A summary not to exceed 500 words of the nominee’s accomplishments including evidence to support the nomination.

Suggested examples of supporting materials/evidence:

<b>Scholarship/ Research</b>	<ul style="list-style-type: none"> <li>• Papers, monographs or other publications</li> <li>• Works in progress</li> <li>• Juried or invited exhibitions.</li> <li>• Reviews of creative work</li> </ul>
<b>Service</b>	<ul style="list-style-type: none"> <li>• University Service (Conducting educational studies/investigations; Outreach; Board of Regents System; University-wide or College-wide; Departmental)</li> <li>• Offices held in academic, professional, and scholarly societies</li> <li>• Public and/or governmental service activities</li> <li>• Consulting activities</li> <li>• Community service</li> </ul>

<b>Teaching</b>	<ul style="list-style-type: none"> <li>• Course load data</li> <li>• Master's degree committee memberships</li> <li>• Theses directed or student advising</li> <li>• Preparation of instructional media</li> <li>• Institutes, workshops, and other programs attended</li> </ul>
<b><u>Extension</u></b>	<ul style="list-style-type: none"> <li>• <u>Educational materials developed (e.g., fact sheets, manuals, online courses, instructional videos)</u></li> <li>• <u>Community outreach programs (e.g., workshops, training sessions, public lectures)</u></li> <li>• <u>Impact reports (e.g., documentation of program reach, participant testimonials, or before/after assessments)</u></li> <li>• <u>Grant funding for extension projects (e.g., funding received for outreach initiatives)</u></li> <li>• <u>Collaboration with industry or community organizations (e.g., partnerships with businesses, non-profits, or government agencies)</u></li> <li>• <u>Program evaluations and effectiveness assessments (e.g., survey results, outcome-based evaluations)</u></li> <li>• <u>Recognition and awards for extension work (e.g., honors from professional organizations, letters of commendation)</u></li> </ul>
<b><u>Libraries</u></b>	<ul style="list-style-type: none"> <li>• <u>Collection development and curation (e.g., acquisition records, special collections, digital repositories)</u></li> <li>• <u>Instructional support and research assistance (e.g., workshops conducted, research guides created, library instructional sessions)</u></li> <li>• <u>Innovations in library services (e.g., technology integration, user engagement strategies)</u></li> <li>• <u>Publication and professional contributions (e.g., articles, bibliographies, reviews, presentations on library science)</u></li> <li>• <u>Grants or funding for library initiatives (e.g., technology upgrades, digitization projects)</u></li> <li>• <u>Library outreach and collaboration (e.g., partnerships with faculty, community engagement efforts)</u></li> <li>• <u>Assessment of library services (e.g., usage statistics, user satisfaction surveys, impact studies)</u></li> </ul>
<b><u>Clinical</u></b>	<ul style="list-style-type: none"> <li>• <u>Direct patient care or clinical supervision (e.g., case logs, patient outcomes, clinical load data)</u></li> <li>• <u>Innovations in clinical practice (e.g., development of new protocols, use of emerging technologies)</u></li> <li>• <u>Teaching in a clinical setting (e.g., mentoring students, bedside instruction, simulation training)</u></li> <li>• <u>Clinical research and publications (e.g., studies on patient care, treatment outcomes, case reports)</u></li> <li>• <u>Professional development in clinical practice (e.g., certifications, continuing education, specialist training)</u></li> <li>• <u>Service to professional organizations (e.g., leadership roles, committee work, policy development)</u></li> <li>• <u>Community health outreach and education (e.g., public health initiatives, free clinics, wellness programs)</u></li> <li>• <u>Patient or peer evaluations (e.g., feedback from students, patients, or colleagues)</u></li> </ul>

- It is at the discretion of each institution if additional materials may be required.

## **Selection**



- The Faculty Senate at each institution shall have a committee consisting of current full-time faculty (including the Faculty Senate President as ex-officio member) to collect and review the applications for the KBOR Faculty of the Year Awards (KBOR Award Committee). This committee will verify with the dean of the respective college that the nominee is in good standing with the university and their academic department, that the nominee's teaching, scholarship/research, and service over the preceding academic year have exemplified excellence and commitment to the mission of the institution, and verify the nomination is valid and complete. Incomplete nominations or lack of a dean's validation will not be considered. It will be at the discretion of each university KBOR Award Committee on how the final selection will be made.
- Any acting KBOR Award Committee members will recuse themselves (excluding the Faculty Senate President) from the review and selection process if they have been nominated for the award. The Faculty Senate President will appoint a replacement to serve on the KBOR Award Committee.

### **Kansas Board of Regents (KBOR)**

- The names of ~~up to the two~~ three (3) award recipients determined by each university's KBOR Award Committee (*one tenured faculty, ~~and one tenure-track faculty,~~ and one non-tenure-track faculty*) will be provided to the Chair of the Counsel of Faculty Senate Presidents (COFSP). The Chair of the COFSP will submit the names of all award recipients to the Kansas Board of Regents by May 15<sup>th</sup> of the awarding year.
- The Kansas Board of Regents will review prior to and approve/reject the award recipients provided by the Chair of the COFSP during the ~~annual KBOR August retreat~~ May Board meeting.
- Faculty receiving awards will be notified prior to the September KBOR meeting (typically Wednesday of the 3<sup>rd</sup> week of September)
- Awardees are highly recommended to attend the September KBOR meeting to be recognized for their achievement.

\* (e.g., 2024 award - August 2022 through August 2023)

# (The date may be adjusted per institution so long as selection and Faculty Senate approval are completed before May 15th of the awarding year.)



**Resolution in Defense of Tenure and Opposition to Kansas House Bill HB 2348**

*Adopted by the Pittsburg State University Faculty Senate*

*Date: [Insert Date]*

**WHEREAS**, tenure is a cornerstone of academic freedom, which strengthens research, teaching, and service, and

**WHEREAS**, tenure promotes the long-term stability and excellence of higher education, and attracts and retains highly qualified faculty who contribute to Kansas's economic vitality and academic quality for future generations; and

**WHEREAS**, the Kansas Board of Regents (KBOR) and Pittsburg State University have established rigorous policies governing tenure, which include standards for awarding tenure, post-tenure review, and procedures for addressing underperformance or misconduct (KBOR Policy Manual, Chapter II, Section C; PSU/Kansas National Education Association (KNEA) Memorandum of Agreement; and

**WHEREAS**, tenure rises to the level of an entitlement, right, or property interest, earned through years of rigorous evaluation, demonstrated excellence, and significant contributions to the institution, and protected by due process under KBOR and institutional policies; and

**WHEREAS**, Kansas House Bill HB 2348 challenges tenure through the removal of its associated property right, jeopardizes academic freedom, undermines educational quality, and hampers Kansas universities' abilities to compete for top-tier faculty; and

**WHEREAS**, the proposed legislation ignores existing policies, that include annual performance appraisals and post-tenure reviews, that already ensure accountability and high standards for tenured faculty; and

**WHEREAS**, the erosion of tenure would harm Pittsburg State University's ability to achieve its mission to provide high-quality education for our students, to advance innovative research, and to serve as an economic and cultural driver for the Four-State Region and the state of Kansas; and

**WHEREAS**, the Council of Faculty Senate Presidents (CoFSP) of Kansas Board of Regents institutions has submitted formal testimony in opposition to HB 2348, which articulates the critical importance of tenure to the mission of higher education and the well-being of faculty, students, and the state of Kansas;

**THEREFORE, BE IT RESOLVED**, that the Pittsburg State University Faculty Senate strongly opposes Kansas House Bill HB 2348; and

**BE IT FURTHER RESOLVED**, that the Pittsburg State University Faculty Senate affirms its commitment to academic freedom and the principle that tenure constitutes a property interest, recognized under KBOR and institutional policies, and is safeguarded through due process, as established by the KBOR and PSU/Kansas National Education Association (KNEA) Memorandum of Agreement ); and

**BE IT FURTHER RESOLVED**, that the Pittsburg State University Faculty Senate calls on the Kansas Board of Regents to vigorously defend the right of tenure for its institutions as a fundamental component of academic excellence and institutional integrity, and to consider changes in leadership if such defense is not forthcoming; and

**BE IT FURTHER RESOLVED**, that the Pittsburg State University Faculty Senate formally endorses the testimony submitted by the Council of Faculty Senate Presidents (CoFSP) in opposition to HB 2348 and commends the CoFSP for its leadership in advocating for the preservation of tenure and academic freedom; and

**BE IT FURTHER RESOLVED**, that the Pittsburg State University Faculty Senate calls on the Kansas Legislature to reject HB 2348 and uphold tenure as essential to higher education and to Pittsburg State University's mission; and

**BE IT FINALLY RESOLVED**, that copies of this resolution be distributed to the Kansas Board of Regents, the Kansas Legislature, the Office of the Governor, the Council of Faculty Senate Presidents, and other relevant stakeholders.

**Adopted by the Pittsburg State University Faculty Senate on this [Insert Date].**

**[Signature of Faculty Senate President]**

Norman H Philipp, P.E., Ed.S.

President, Pittsburg State University Faculty Senate

**FACULTY SENATE MEMBERSHIP (2024-2025)**

	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May
Norm Philipp, (President)	X	X	X	X	X	X			
David Weaver, (President Elect)	X	X	X	X	X	X			
Dennis Audo, At-Large	X		X		X	X			
Jordan Backs, TWL	X	X	X	X					
Tim Bailey, HPSS			X	X	X	X			
Michele Barnaby, At-Large	X	X	X			X			
Denise Bertoncino, At-Large	X			X		X			
David Boffey, HHPR	X				X				
Rebeca Book, At-Large	X	X	X	X	X	X			
Paige Boydston, PSYCH	X	X	X		X				
Christine Brodsky, At-Large	X	X	X	X	X	X			
Heather Carter, TCHL	X	X		X		X			
Chad Crain, CMCET		X	X		X	X			
Barth Cox, COMM	X			X	X	X			
Marcus Daczewitz, TCHL	X	X	X		X	X			
Jonathan Dresner, HPSS	X	X	X	X		X			
David Ferguson, AUTO	X				X				
Kristi Frisbee, At-Large	X	X	X	X	X	X			
Andrew George, BIOL	X	X	X	X	X	X			
Beth Hendrickson, Library	X	X	X	X	X	X			
Ashleigh Heter, NURS	X	X	X			X			
Karen Johnson, NURS	X	X	X						
Mark Johnson, At-Large	X		X	X	X				
Erin Jordan, At-Large	X	X	X	X	X	X			
Myriam Krepps, ENGML	X	X	X	X	X	X			
Joseph Labuda, MIL		X	X			X			
Jorge Leon, At-Large	X	X	X	X	X	X			
Janet Lewis, ART	X	X	X	X		X			
Kristen Maceli, KUSB	X	X	X	X	X	X			
Dan Maxwell, ETECH		X	X	X	X	X			
Barbara McClaskey, At-Large	X	X	X	X	X	X			
Grant Moss, At-Large	X	X	X		X	X			
David Pearson, PHYS		X		X	X	X			
Jason Reid, TWL		X	X	X		X			
John Ross, MUSIC	X			X					
Ashley Shaw, TCHL		X	X	X		X			
Khamis Siam, At-Large	X	X	X	X	X	X			
Kyle Thompson, WGS		X		*	*				
Scott Thuong, MATH				X	X	X			
Irene Zegar, CHEM	X	X			X	X			
Janet Zepernick, ENGML	X	X	X	X	X	X			
USS Rep									
UPS Rep	X	X	X	X	X	X			
SGA Rep			X						

\*Substitutions: 12/9/24, Browyn Conrad; 1/27/25, Browyn Conrad

