

Minutes  
UNIVERSITY SENATE MEETING  
September 6, 2018

**Approved:** October 4, 2018

**MEMBERS PRESENT:**

**Faculty:** Kirk McClure, Ruben Flores, Shawn Alexander, Jerry Crawford, Melanie DeRousse, Dietrich Earnhart, Mohamed El-Hodiri, Bruce Frey, Jane Gibson, Jon Giullian, Megan Greene, Matthew Jacobson, Nancy Jo Kepple, Margaret Marco, Sanjay Mishra, Cambrey Nguyen, Rebecca Orozco, Paul Outka, Gene Parker, Dorthy Pennington, Forrest Pierce, Thomas Prinszano, Lance Rake, Laurie Ramirez, Hossein Saiedian, Paola Sanguinetti, Emma Scioli, Sean Seyer, Suzanne Shontz, Suzanne Valdez, Robert Warrior, Lorie Ann Williams, Lua Yuille

**Students:** Waseem Ahmad, Kathryn Ammon, Grant Daily, Tiara Floyd, Eliza Kassebaum, Apramay Mishra, Zach Thomason, Charles Jetty

**Staff:** Teri Chambers, David Day, Emily Gullickson, Connie Jordan, Samantha Montague, Tim Spencer, Chris Wallace, Robert Waller

**ABSENT:**

**Faculty:** Ben Chappell, Michael Engel (excused), Ashley Herda (excused), David Smith (excused),

**Students:** Sydney Summers (excused). Bisher Anadani, Antonio Lopez

**Staff:** Todd Carpenter (excused), Richard Stephens (excused), Jessica Webb (excused), Charlotte Goodman

ALSO PRESENT: Kathy Reed, Ellen Slikker, University Governance; Carl Lejuez, Interim Provost; Kim Grunwald, Gen Counsel; Kathy Hanks, LJW; Michelle Ginavan-Hayes, Staff Senate President; Jeff Chasen, Rodolfo Torres, Chris Brown, Kevin Smith, Josh Bolick, Nils Gore, Shannon Criss, Andrea Herstowski

University Senate President Ruben Flores called the meeting to order, reviewed the agenda items, and introduced Interim Provost Carl Lejuez.

**I. Interim Provost Carl Lejuez**

- Lejuez thanked the University Senate for inviting him and the opportunity to talk. Lejuez started as Interim Provost on May 1 and was previously Dean of CLAS. His focus is on foundational priorities for the next 5 years – salaries, deferred maintenance, and building savings back up. He said KU has to change the budget model to add more clarity and accountability. He will continue to take suggestions and proposals about how to mitigate cuts, and look at options.
- The Staff Senate President read a statement:  
*Thank you for your time.*

*In all of my leadership meetings with you, you have expressed that you are an advocate for the staff, and that you understand the important role we perform at the university. You have had constructive*

*conversations with Staff Senate leadership, and I look forward to continuing our positive steps forward.*

*But as the voice for approximately 3500 staff here at KU, I must express that we feel very vulnerable, and the budget reduction decisions are impacting the morale of staff across campus. We are the group of employees who are the easiest targets, and we will take the biggest hit.*

*There are policies in place that allow staff to be let go with a 2-week notice in budgetary times, and that makes us very uneasy. You spoke to funding future raises, but staff are afraid they won't be here to enjoy it.*

*I request that you to continue to look at ways that the reductions can be spread fairly and equally across all units, departments and affiliates at KU.*

*If you have KU, or the Jayhawk on your letterhead, business cards, or your uniform, you're part of this family and the cuts should impact all of us.*

*In this room and across campus, we all have different approaches to problem solving. But when push comes to shove, we all have the same request: that our solutions be carefully considered, and that you ensure that everyone has a shared role in this budget solution.*

*Thank you.*

- Lejuez said most of the impact will be on faculty hiring.

- The Student Senate VP read a statement:

*The Student Executive Committee would like to share our profound concern regarding the budget cuts. Given the impact that these cuts will have on programming at the university, faculty retention, staff employment, and more, it is undeniable that they will directly and indirectly impact the student experience.*

*Both undergraduate and graduate students have already felt the pain of the cuts. One example of lost programming is the XPLORE program in the business school, which provided masters of accounting students the opportunity to travel across the country for networking opportunities. Many university departmental accounts have significant carryforward reserves, which should insulate us from much of the pain from cuts this year. However, in future fiscal years the cuts will have a greater impact on student experience. With this context in mind, it is a frightening prospect that programming is already being cut.*

*We would also like to request greater outreach to students regarding budget conversations. As student leaders, it can reasonably be expected of us to convey the gravity of this situation to the student body. However, we cannot undertake this effort alone. Despite well-intentioned efforts on the provost's behalf to promote transparency regarding the cuts, the majority of the student body remains woefully uninformed on the topic. We ask that information about the cuts is made readily accessible beyond existing efforts.*

*Finally, we implore the administration to explore alternatives to the current plan. We must examine all revenue-generating entities at KU to see if each is paying their fair share. The University must take a student-centric approach to resolving this crisis. If faculty and staff are greatly harmed, students will eventually bear the cost.*

- Lejuez said spreading the cut out will make it worse and have longer impacts. He vowed to be more available to students and feel more involved.

- Waller asked about the budget model, if it will be a performance-based model how will one school or department be prevented from cannibalizing another? He also asked if any thought been given to using the Administrative Overhead process to raise money from KUE and Athletics?
  - o Lejuez said that no model is finalized yet, will get to place where there is increased accountability and still support things that matter (the College). It will take several years to develop.
  - o Lejuez said he does not see other places where Athletics can pay other than the \$1.5 million that comes from Academics. There's not a lot of Endowment money that is not spoken for.
  - o Flores asked that the Provost recognize that KU staff and faculty are our most important assets.
- Thomason asked how students can get engaged. There are different messages being sent about the relationship between Athletics and the college.
  - o Lejuez said that students not being aware means it's not impacting them very much. He asked for suggestions to get the message out.
  - o Like departments, KU and KAI collaborate but don't share budgets. They are separate for a reason.
- Greene said there is an overhead tax on all entrepreneurial activities on campus. Athletics is engaged in entrepreneurial activities. She is also concerned with the faculty buy-out. It's not strategic, it's left up to individuals. The consequences could be significant, and it may be necessary to re-hire people in the same positions.
- Alexander said that athletic scholarships are not a contribution, they are paying for services. The administrative overhead is a big thing. Money is taken out when people get grants. He asked why this plan is better if we're going to end up at the same place on the graphs.
- Outka said if the University is giving Athletics \$1.5 million, that's not separate, we are funding them. He asked how realistic is it to expect there will be enough money for raises in 5 years.
- Lejuez said that the Chancellor has said he will talk to the AD about cutting the \$1.5 million. No one fully understands how Athletics is helping or hurting. A 1% is budgeted for raises annually over the next 5 years. The VISP can produce enough openings to strategically refill. All those resources that come from the VISP will go back to the schools.

## **II. Intellectual Property Policy and Pre-Invention Assignment Agreement**

Shontz and Vice-Provost Brown led the discussion, but it was a team effort that included Kim Grunewald, Jeff Chasen, Rodolfo Torres, Amalia Monroe-Gulick, Pam Keller, and Kirk McClure. Shontz summary of how concerns were addressed in the Intellectual Property Policy.

- A student asked how student employees are informed. Shontz said that all employees are given this document to read and sign as part of HR's onboarding process.
- Kevin Smith, Dean of Libraries, said there is some friction with the Open Access Policy. He asked if a link to the Open Access Policy could be added to the document, as part of related policies. Chasen said that can be done.

Flores requested a vote in support of the policy. A note will go into the policy library that it has been reviewed by University Senate. Shontz moved to support the policy, Valdez seconded. There was no discussion.

- Vote: Passed with one abstention.

## **III. Approval of Minutes from April 26, 2018**

There was a motion to approve the minutes and it was seconded. Vote: passed.

- IV. Standing Reports** – Emailed with agenda, attached to minute
- a. University Senate President Ruben Flores**  
Flores offered to make himself available to units and constituents to enable communication about the budget and foster communication with the administration. Flores will hold office hours in Strong and McClain’s for Senate business.
  - b. Faculty Senate President Kirk McClure**
  - c. Student Body Vice-President Charles Jetty**
  - d. Staff Senate President Michelle Ginavan Hayes**
- V. Approval of Charges for Standing Committees** – emailed with agenda, attached to minutes
- a. Academic Computing and Electronic Communications (ACEC)**
  - b. Academic Policies and Procedures (AP&P)**
  - c. Athletic**
  - d. Calendar**
  - e. International Affairs**
  - f. Libraries**
  - g. Planning and Resources (P&R)**
  - h. Retirees Rights and Benefits (RRB)**

Flores asked if anyone had changes to make to the charges.

- Waller said that if committees wish to change their charges they should come back to SenEx to approval. The chairs received an email about that.
- Any points of clarification should be sent to Kathy Reed.
- Earnhart asked if there is ever a time to discuss if committees need to exist. Flores said yes, and he will entertain those suggestions.
- Wallace moved to accept all the committee charges, Kepple seconded. There was no further discussion.
  - o Vote: Passed.

**VI. Unfinished Business**

None.

**VII. New Business**

None.

McClure moved to adjourn, Waller seconded.

- Vote: Passed.