Kansas State University Faculty Senate
Faculty Affairs Committee
Minutes
September 16, 2014
3:30 - 205 KSU Student Union

Attending: Regina Beard, Betsy Cauble (chair), Gayle Doll (Secretary), Eric Dover, Todd Easton, Lotta Larson, Derek Mosier, Mindy Markham, Brian Niehoff (Provost Office), Jeff Stevenson, Esther Swilley

❖ Call to Order by Chair Cauble

❖ Minutes Approved

❖ New Business
   ➢ Chair Cauble asked committee members for a volunteer to take co-chair
     ■ Stevenson suggested it should be someone who has been on the committee for a year.
     ■ Most committee members indicated they would be going off within the next year
     ■ Cauble asked for a substitute for her for the next meeting: Markham accepted
     ■ ACTION ITEM: CHECK TERM COMPLETIONS AND CONSIDER TAKING CO-CHAIR LEADERSHIP

❖ Old Business
   ➢ Retention Raises/Bonuses.
     ■ Is this something we want to take on?
     ■ Can we ask for more research?
       • Niehoff suggested that finding retention codes might be difficult—possible to see that salaries go up but not why they go up.
       • Not sure that all departments record equity raises in the same way.
       • Dover expressed that there appears to be a culture issue perpetuated by upper administration: “If you want a raise, become a retention issue.”
       • Currently there is a lot of flexibility within departments—is this responsible or are we rewarding faculty because they threaten to leave?
       • Committee chooses to look further into this situation
     ■ ACTION ITEM: BRIAN NIEHOFF WILL FOLLOW-UP
   ➢ Appendix M: Ready for review
     ▪ ACTION ITEM: DISCUSSION AT NEXT MEETING. CAUBLE SUGGESTS COMPARING THE POLICY CHANGES WITH THE ORIGINAL IN THE HANDBOOK. REVIEW FOR APPROVAL OR FURTHER CHANGES.
   ➢ Electronic Promotion and Tenure Review
     ▪ Question if Canvas will be able to accommodate this process
Dover mentioned new products that could be used for this purpose: Skydrive and Sharepoint. Should be ready later this fall.

Suggested that Electronic P & T might be a good pilot for Sharepoint.
Committee will be asked to look at the documentation without the specific technology. This can be discussed later.

√ Reporting Committees
   ➢ Cauble reviewed the committees that report to Faculty Affairs
     ▪ Faculty Salary and Fringe Benefits
     ▪ Handbook committee

√ Announcements
   ▪ Regina Beard is the Faculty Affair rep for the Social Media Policy Procedural Task Force

√ What else?? Cauble asked for issues for the coming year
   ➢ Dover suggested ripples about shortening the notice of non-renewal for unclassified staff
     ▪ Talked about differences in corporate and the university practices
     ▪ Discussed lack of severance packages
     ▪ Is there a more reasonable option?
     ▪ Severance wouldn’t work for people being paid by grants or restricted fees.
   ➢ Stevenson requested that the minutes be delivered to committee members within a few days of the meeting with action items highlighted.
     ▪ Hopes to help committee members be more prepared for meetings
   ➢ Open Access Policy.
     ▪ The library will be presenting on this at our October 7 meeting
     ▪ **ACTION ITEM: BE PREPARED TO DISCUSS AND VOTE.**

√ Adjourned