

MINUTES
Faculty Senate Executive Committee
Monday, March 28, 2012 3:30 pm
Union Big 12 room

Attending: Anderson, Bennett, Bloodgood, Cauble, Clark, Fritch, Hornsby, Hughey, Kellett, Keen, King, Knopp, Rintoul, Schooley, Sump, Van Horn, Vontz

Absent: Moser, and Young

Proxies: Donna Fullmer for Bob Condia

Guest: Ruth Dyer

1. Call to Order (President Tom Vontz)
President Vontz called the meeting to order at 3:30 p.m.
2. Approval of the February 27, 2012 executive committee minutes
The minutes for the February 27, 2012 executive committee meeting were approved as submitted.
3. Report from Standing Committees and Student Senate
 - A. Faculty Affairs Committee (FAC) – Judy Hughey/Kaleen Knopp
 - Revisions to University Handbook (UH) Section A – **Attachment 1**
Senator Hughey discussed the revisions to UH Section A. The University’s legal name is Kansas State University of Agriculture and Applied Science. In the UH, the phrase “hereafter referred to as Kansas State University” has been added.
 - Revisions to UH Section B – **Attachment 2**
 - Current version of UH Section B – **Attachment 2a**
FAC, with Sr. Associate Provost Dyer’s blessing, changed the numbering so that it is sequential and in a logical order. No revisions to policy were made. Senator Hughey moved to accept UH sections A and B as action items for the April Faculty Senate (FS) agenda. Discussion about the titles for the Salina and Olathe campuses occurred. Senator Hughey will check on these titles. Motion carried.
 - Revisions to UH Section C46.1 and D12, Professional Conduct language – **Attachment 3**
Senator Knopp reported that the Professional Conduct Policy passed FAC after many months of discussion and several different versions. The challenge was to develop clear language while respecting constitutional rights. This final product seems to be a viable compromise. President Vontz stated that most agree that this type of policy is needed, even on the national level. He appreciated hearing the concerns from the executive committee at the last meeting. He forwarded those to Sr. Associate Provost Dyer. They collaborated on the new language to alleviate those concerns and yet pass constitutional muster. President Vontz introduced Sr. Associate Provost Dyer and voiced his appreciation for her attendance. She noted that the process was a healthy one and the final version is stronger than previous ones. She explained the decision-making process for placement of the policy in the UH. Senator Bloodgood inquired about the use of the word “bullying.” The Office of General Counsel has been involved in drafting the policy and is comfortable with the language. Senator Knopp moved to put the proposed Professional Conduct Policy on the April FS agenda. Motion carried.
 - 2010 and 2011 Reports on the Status of Faculty Salaries – **Attachments 4 & 5**
Senator Knopp reported that the 2010 and 2011 Faculty Salary Reports, compiled by the Office of Planning and Analysis, are out and are being brought forward by the FAC Salaries and Fringe Benefits sub-committee as information only. She moved to place the receipt of the 2010 and 2011 Faculty Salary Reports on the April FS agenda. Discussion about the continued downward trend of salaries, the issue of compression, no merit increases, recruitment and retention and moneys going into the infrastructure took place. K-State is now 44th of 46 land grant institutions in regard to

salaries. Senator Hughey stated that a reporter from the *Chronicle of Higher Education* would like to do a story about higher education salaries. If anyone is interested in participating, please let her know and she will forward your name to the reporter. Senator Cauble stated that upper administration needs to hear that if the salary situation does not change, 2025 is at risk. She also commented that FS should make a specific request to upper administration to develop a focused and intentional plan for raising faculty salaries. The current climate at K-State is such that in order to get a salary increase, a faculty has to get an offer from another university and then negotiate with their department head and dean. K-State is going to lose its best and brightest because of not addressing its “people infrastructure.” The idea of putting forth a resolution was mentioned. Motion was made.

President Vontz opened discussion regarding a resolution. Senator Kellett stated that questions at the Open Forum might be the first step. The question, “is 2025 achievable in the context of the faculty salary situation?” was raised. Discussion included how low salaries insidiously destroy morale, the hiring of new administrative lines, President Schulz’s \$50,000 raise which comes out of the university’s general fund, and the large DCE fees that are randomly placed. President Vontz stated that the Faculty Senate Leadership Council (FSLC) will discuss this topic at its next meeting and will ensure that a question is raised at the Open Forum. Senator Hornsby moved that a proposal for the convening of a special FS meeting to discuss the salary issue, with President Schulz and Provost Mason as invited guests, be placed on the April FS agenda. Senator Rintoul seconded the motion. Discussion indicated that Vice President Shubert should be invited. Senator Hornsby amended his motion to also invite Vice President Shubert and anyone else they consider relevant to the topic. Further discussion included that a priority seems to be getting endowed chairs funded and that across the board salary increases have no affect other than to raise up poor performers. Motion carried to place this on the April FS agenda for full senate input.

B. Academic Affairs Committee (AAC) – Andrew Bennett

Senator Bennett reported that no action items will be brought forward. No course and curriculum items were acted on at the March meetings. The committee has agreed to start a review of the course and curriculum approval and routing document. This coming month the students will want the Learning Compact reviewed as well.

C. Faculty Senate Committee on Technology (FSCOT) – Dave Rintoul

Senator Rintoul reported that FSCOT had no action items to bring forward.

D. Faculty Senate Committee on University Planning (FSCOUP) – Bob Condia

Senator Fullmer reported in Senator Condia’s absence. Vice President Shubert will attend their April meeting to give a budget update. Senator Cauble will be attending the city/university funding meeting on March 29, 2012.

E. Student Senate – Eli Schooley

Eli Schooley, in Senator Rauth’s absence, reported that Student Senate is wrapping up its year. They are looking at some minor constitutional changes. The Learning Compact is part of the Enhanced Classroom Experience Committee and is composed of half faculty and half students. The Learning Compact is an agreement between students and faculty acknowledging that learning is a two-way effort. Provost Mason endorses the Compact, which passed Student Senate the previous week. It will be promoted in a manner similar to the Principles of Community and can be included in syllabi. President Vontz and Senator Clark commended the students on their participation in controversial discussions on such topics as rental properties.

4. Announcements

- Election Results due in Faculty Senate office by April 2
- President Schulz and Provost Mason Spring Open Forum:
 - Manhattan - Thursday, April 12, 2012; 3:30 pm; 105 Umberger Hall

President Vontz will open with a brief statement. President Schulz and Provost Mason will make brief comments. Then the Caucus representatives will have the opportunity to ask at least one question. There will be time for an open Q & A period.

- Salina – Their forum went well.
- The Higher Learning Commission (HLC) will be having an open forum in the Leadership Studies Building from 3:00 – 4:00 p.m. on April 10, 2012, which is the same time as the FS meeting. Discussion regarding how to achieve a good representation at the HLC forum occurred. Senators need to encourage colleagues to attend.
- Warren White’s term as ombudsperson is ending. An ad will go out to K-State Today. If you know of someone who would be interested in this position, please encourage them to apply.
- F. Todd Goodson’s term as General Grievance Chair will be ending this year; therefore, this will need to be filled.

5. New Business

- A. Approve Scott Jones to visit April FS meeting to discuss Safe Zone and Non Violence
Senator Cauble moved to invite Scott Jones to the April FS meeting. Senator Hughey seconded the motion. Motion carried.

6. For the Good of the University

Senator Keen reported that master planning open forums were underway. Space allocation information has not been completely compiled but will be given to the task force on March 30th. Additional reports will be provided in June and again later in the year.

Senator Cauble reported that the Past FS Presidents Luncheon was well attended and Faculty Senate will continue with this on an annual basis.

The annual faculty and unclassified professional retiree ceremony will be held on April 17, 2012 at 4:00 p.m. There are about 60 retirees this year.

7. Adjournment

Senator Bennett moved to adjourn. The meeting was adjourned at 5:22 p.m.

Next meeting: Monday, April 30, 2012; 3:30 p.m., Union room 213