

**Minutes
Kansas State University
Faculty Affairs Committee**

September 19, 2006

Present: Chair Betsy Cauble, Roger Adams, Regina Beard, Ashley Boldt, Kathy Greene, Mark Haub, Richard Hoag, Clyde Howard, William Hsu, Judy Hughey, Kayleen Knopp, Rick McFarland, David Nichols

Guests: Mickey Ransom and Gary Leitnaker

Discussion centered on Board of Regents Retirement Plan Committee (RPC) decision to eliminate two retirement plans (Security Benefit Group-SBG and Lincoln National).

Ransom expressed the following concerns regarding the elimination of SBG retirement plan:

- Contention that faculty was 'blindsided' by RPC decision to discontinue plans.
- Faculty input not solicited before decision to discontinue.
- Madi Vannaman's potential conflict of interest. She is currently employed by the BOR and is on an advisory group for one of the remaining retirement plans (TIAA-CREF).
- Committee membership appears to be dominated by administrators but needs broader representation.

Leitnaker, K-State HR, provided:

- Historical background regarding the decision to eliminate two plans
- General history of K-State retirement plans
- Plan costs in terms of basis points

TIAA-CREF made more concessions than other three (SBG, Lincoln National, ING). According to Leitnaker, consultant Deloitte Consulting convinced RPC that fewer plans are better. RPB recommended reducing number of plans to two—TIAA-CREF and ING. More funds would be offered under the remaining plans. Unanimous decision by RPC to retain TIAA-CREF and to eliminate SBG.

Leitnaker was not able to answer Ransom question regarding lack of open forum which would have included faculty in the discussion.

Points of committee discussion:

- Can RPC decision be reversed?
- Can faculty be included in future discussions?
- What influence does faculty have on salary/benefits?

Cauble suggested FAC could make recommendations to:

- Increase faculty opportunity for input
- She will speak to Faculty Senate president, Roger Adams
- Consider requesting regular agenda items from RPC, Compensation Task Force and Faculty Salary and Fringe Benefits committee.

Ransom encouraged FAC to read RPC report ([http://kansasregents.org/download/Retirement Plan/RPC Mandatory Retirement Issue Paper.pdf](http://kansasregents.org/download/Retirement%20Plan/RPC%20Mandatory%20Retirement%20Issue%20Paper.pdf))

It was moved and seconded to recommend faculty representation on committees at the state and BOR levels.

After motion seconded, more discussion ensued:

Need to establish criteria for faculty participation (teaching vs. non-teaching faculty)

Friendly amendment made to include “diverse representation of faculty and unclassified professionals”.

Motion withdrawn pending further discussion.

Howard suggested reading Kansas website: <http://www.kansasregents.org/>

NEXT MEETING

Cauble—

- FAC needs to deal with Professorial Performance Award amendment.
- Provost will provide definitions of faculty affiliate appointment for FAC consideration

Meeting adjourned.

Respectfully submitted,

Regina M. Beard