

Faculty Affairs Committee
10/28/08 Minutes

Present: Askey, Nechols, Schultz, Haub, Hoag, Whitney, Hughey, Urton, Hsu
Visiting: Debra Ring (CDC), Mitzi Richards (Foundation)

Approval of agenda and past meeting minutes.

1. CDC & Fundraising

Is there any flexibility for faculty spots in the expansion of the CDC? (to Debra)

In order to stay open they need to keep those funding streams available that come to them through Head Start and the military. But there are 15-20 slots that don't have a sponsor, and if we could come up with the funds for those, we could lease those slots.

Are funds available to secure spots for faculty? Or donors to pledge to another childcare center? (to Mitzi)

-- Childcare poses a challenging economic model

-- Issue of importance: interest in University's ability to attract and retain quality personnel. Therefore, childcare should be considered as a benefit so that Manhattan/KSU perceived as good "target" destination for faculty.

-- Mitzi is director of corporate relations and charitable foundations. Needs to stay focused on university priorities which means we need to show that our need for childcare is a university priority. Her academic reporting structure is to the Provost. (We need the support of the Provost for her to give our issue her attention.)

-- If we present issue of childcare to the Council of Deans and they take it up, then it would help to attract attention with the Provost. (There are obvious and important tie-ins between our desire for improved childcare options in town and the new strategic plan for the university.)

Debra pointed out that the Provost and Foundation committees that deal with feasibility likely would not want to go out in the current market to solicit funds for childcare.

-- Noted that in the current expansion of the Foundation and the building of a new facility, they also looked at childcare for their own employees.

Essentially, every entity on campus is aware that there is a childcare shortage in town and that quality childcare is an issue for retention of faculty everywhere.

She would be willing to find a creative way to promote giving to childcare at KSU.

--Theme 1 of Strategic Plan: recruitment, retention, professional development of quality faculty. This includes "increased resources and compensation to competitive levels"--which would apply to childcare.

It looks like we have the information to support a request to the Provost to put this high on the priority list.

If the Deans are collectively behind the proposal, this would help move it forward. Mitzi could then become involved in fundraising with corporations & foundations. She also may have other ideas to pursue through the Foundation to help meet our needs.

Debra Ring might have ideas of where pockets of \$\$ and interest are for supporting childcare.

Iowa State example noted: a tax of 10% of every capital project went to art.
We could potentially tax every faculty gift (for research and support) for childcare.

We should plan to visit with Mitzi about creative fundraising ideas to further develop this notion of paying/fundraising for childcare.

If path to a new solution for faculty childcare is not speedy, then she would be willing to work with us and/or the CDC on a pro bono basis as a consultant.

Debra Ring: City of Manhattan is very concerned about childcare and willing to spend \$\$ for it; but there is no SPACE for childcare. If we know of a University spot that is open for remodeling and use, we could get City's attention.

Amy: The old Leadership Studies house is not spoken for after the new building is accomplished. It might be ideal for infant care.

Judy: Pointed out that the University has donated the land for the new CDC and we need to make sure we give credit for that, and not take the tone that the University doesn't support the center.

Donita & Jim: Public relations aspect of this discussion very important. All Colleges and Deans need to be on board with communicating the resources available in the community for child and elderly care.

Jennifer: Provided University of Toronto website: www.familycare.utoronto.ca/index.html

Mark: Will the Provost put his \$\$ behind this aspect of the strategic plan? We would like to get him to show that he is willing to fund faculty recruitment and retention.

Amy Schultz — Faculty Evaluations

- Students interested in changing faculty evaluation process. Want to form a task force with students and faculty senators to work together on even/equal evaluation of faculty on campus.
- Recommendation from student-based task force that ALL evaluations of faculty be on-line and mandatory.
- Faculty members commented that students should be aware that tenured faculty members not evaluated on every course every semester.

Richard: Formative vs. summative evaluation are different and respond to different needs—for faculty self- or peer-evaluation vs. student evaluation of effective pedagogy.

Jim: Student Task Force might need to take a problem-solving approach to the issue of evaluation—identify exactly the thorny issues and see how to address them individually.

Students feel that their side of the equation is to offer all students an equal opportunity to evaluate each professor, and then present that as a mandate to faculty/administration to make sure those results count.

Bill: Uneven knowledge about the rules in the UH regarding evaluations—both among depts/faculty and students.

Consensus: This is important issue that will require input and diverse perspectives of faculty and students.