

**Minutes for Faculty Affairs Committee
November 2, 2010
K-State Union, Room 205 3:30**

Secretaries: Fritch, Hsu

In attendance: Judy Hughey, Kaleen Knopp, Carol Kellett, Elaine Johannes, Donna Fullmer, Kyle Reynolds, Melia Erin Fritch, Beth Davis, William Hsu, Valerie Evans

Visiting: Pete Paukstelis, Associate General Counsel, KSU (from Agenda Item 5 onward)

Agenda Item 1: Approval of Agenda

- Senator Knopp called meeting to order. Senator Fritch agreed to take minutes until Senator Hsu arrives.
- Senator Knopp inquired if anyone has an issue/concern to add to the agenda from our constituents in our colleges. Are there any pressing issues/concerns that need to be brought to attention?
- A Senator raised an issue of concern from the College of Architecture which is a top 10 teaching college. Faculty are concerned about K-State becoming a top 50 research institution when College of Architecture faculty are already losing time in classroom because of conferences, etc. It seems to be affecting the faculty candidate responses to job searches (used to have a lot more high-quality candidates because they were known as a teaching college) but now it seems to be slipping because of this overarching research focus. Senator Knopp asked if anyone from the college officially brought this issue to Fac Sen/Affairs? It was suggested that the issue/concern be submitted into the website. Senator Hughey commented that President Schulz has stated he does not want teaching to take a backseat and that he sees both areas being able to shine, not one foreshadowing the other. The President is cognizant and sensitive to the needs and issues of both teaching and research.

Issues discussed:

- Senator Kellett related concerns from faculty in her college concerning expedited policies proposed by university administration in the policymaking flow, particularly the necessity/rationale, motivations, and ramifications. The events at SUNY-SB were discussed as an example of potential ramifications. There was dialogue between FS, FA, and University Office of General Counsel regarding expedited policy.
- FSLC agreed to move policymaking flow forward as revised by FS FAC.

Agenda Item 2: Approval of Minutes - 9/21/10, 10/5/10, and 10/19/10 (see KSOL)

- MOTION: to recommend approval of 05 Oct 2010 minutes
 - moved: Senator Johannes
 - seconded: Senator Davis
 - in favor: Motion passed.
- MOTION: to recommend approval of 19 Oct 2010 minutes
 - moved: Senator Johannes
 - seconded: Senator Hughey

- correction: "Emendation" to "Amendment" suggested by Senator Evans
- in favor: Motion passed.

Agenda Item 3: ePortfolios

Issues discussed:

- Provost Mason formed a further study and implementation group based upon the ePortfolio task force recommendations. CIO Stafford and FSCOT will provide consultation and technical assistance.
- FS Chairs nominated Senator Davis for implementation group participation. The participation group should be a mixture of faculty and technical members.

Agenda Item 4: Faculty Salaries Task Force

Issues discussed:

- A task force is being formed by Provost Mason and FS President Cauble.
- Senator Fullmer cited a benefits study (on direct vs. indirect compensation, perceived benefits, etc.) from Delaware
- There are resources available online from K-State Budget Office.
- A question was raised regarding the development of a benefits statement raising awareness of available benefits.
- Senator Fritch mentioned that the K-State Budget Book is available at Hale Library. Senator Hsu mentioned that the Budget Office will provide individual copies of the budget CD (containing data from this book) to faculty and staff upon request. Senator Hughey reviewed topics that had been presented for the task force including benefits and perks than salary given the lack of salary increases during times of economic stress.

Agenda Item 5. Promotion process for unclassified professionals

Issues discussed:

- Senator Knopp reported that a task force has been formed; chair is Senator Sump (unclassified professional and present FS Secretary)
- Issues include fairness and openness in process, in particular by comparison with tenure and promotion process for faculty and classified staff.
- There is partial list of members, reflecting diversity of unclassified professionals. Senator Fritch volunteered as liaison from FS FAC, cited her previous position as an unclassified staff member; unanimous support from committee members.

Agenda Item 6. Clinical Faculty Policies

Issues discussed:

- Two best practices examples shared by Senator Hughey, one from Iowa State University clinical faculty; one from KUMC clinical scholar track
- A plan will need to be taken forward to Provost Mason and then to the KBOR. The KBOR approves Clinical Faculty language.
- There may be other colleges in addition to Human Ecology who may have or want to have clinical faculty.
- FAC members are encouraged to visit with colleagues at peer universities to collect information on how they currently administer clinical faculty.
- Faculty are also asked to gather info from local constituencies (members of colleges and student body of each FS FAC member).

- Senator Hughey reviewed select peer institutions' documents for clinical faculty; some specific regulations not found (e.g., Colorado State University)

Agenda Item 7. Policymaking Flow (see KSOL module: #'s 1 - 4)

Visit from Associate University Attorney Paukstelis

Issues discussed:

- Senator Knopp related that FS FAC has asked to yield prerogative for decisions regarding the policymaking flow to FS LC
- Senator Knopp invited Associate University Attorney Paukstelis to summarize the rationale for the expedited policies, and to differentiate "expedited" from "points of information" and the justifications: imminent/emerging statutory compliance, financial issues including examples: nondiscrimination policy and hate speech (constitutional issue, especially 1st Amendment)
- Senator Knopp asked whether Associate University Attorney Paukstelis knew of any policy change in KSU history that was put forward with a request for expedited processing and the scope and precedent of proposed change.
- Senators raised issues and concerns regarding Appendix G and Appendix M: University Office of General Counsel represents university (vs. faculty) in grievance processes. It was asked if Attorney Paukstelis was aware of the events at SUNY-SB, Nevada, and Iowa State University and how they affected tenured faculty. Associate University Attorney Paukstelis discussed the thermostat cases; There was further discussion on the policies initiated between FS LC and University Office of General Counsel. Multiple Senators and faculty among FS FAC constituencies, including faculty polled by FS FAC members, do not feel that certain topics (promotion, annual evaluation, sabbatical) constitute "thermostat cases."
- Associate University Attorney Paukstelis asked whether FS legislative process was documented, as bouncing around between FS FAC and FS LC was confusing co-chairs Senator Hughey and Senator Knopp discussed specific request to cede decision authority back to FSLC.
- Senator Reynolds inquired regarding the meaning of President Cauble's request for continuance in adoption of policymaking flow did it reflect that the flow had already been passed by an administrative act? Was the ramification process still pending, or was this an inexorable, imminent eventuality? He was assured that communication was still occurring and the document was still being developed.

Agenda Item 8. New Business

- No new business was announced.

Agenda Item 9. Adjourn

- Meeting was adjourned.