

**Kansas State University**  
**Faculty Senate - Faculty Affairs Committee**  
**Minutes**  
**November 15, 2011 – Union 205 – 3:30p**

Present: Senators Knopp, Hughey, Cochran, Ehie, Johannes, Anderson, Fullmer, Holcombe, Hsu

Visitor: Senator Perez (Faculty Salaries and Fringe Benefits Committee Chair)

1. Agenda Items: Senator Ehie recommended adding a request regarding “advisor” ranks to the faculty titles discussion. Senator Hughey noted that we would take this request forward to President Vontz, as he develops and charges the Faculty Titles workgroup, which will be done soon.
2. FAC Minutes: Senator Cochran moved approval of the 11/1/11 minutes. Motion was seconded and passed unanimously.
3. Senator Holcombe moved approval of the 10/18/11 minutes. Motion was seconded and passed.
4. Senator Ernie Perez, chair of the Faculty Salaries and Fringe Benefits (FSFB) sub-committee of FAC spoke about the following:
  - a. FSFB request (sent in a memo to FAC in May of 2011): Questions to consider include request for 6 hours of tuition support, instead of the current 3, for KSU employees. Senator Perez noted that both the UH and the graduate handbook limit KSU employees to a maximum of 6 units, so FSFB will reconsider their original request of 6 hours of credit, as that could involve tuition credit for 100% of hours taken. Maybe, then, this is not feasible. FSFB will review and keep FAC posted.
  - b. FSFB email to Bruce Shubert from a couple of years ago regarding retirement contribution of KSU – could the % of retirement contribution be raised from 8.5% to 10% to match similar institutions? Senator Perez will contact Bruce to ask for a reply.
  - c. HR questions regarding blending sick and personal / vacation leaves: discussion ensued.
  - d. Payment options for nine-month employees: discussion ensued.
  - e. Commission on families and eldercare: Should the FSFB ask for a commission on family and elder care – like the Commission on Women – to address issues regarding family and elder care issues?
  - f. Senator Anderson asked about family and parental leave: why don’t KSU employees have a family leave policy similar to that of businesses. Discussion ensued. Modified leave act – “Modified Instructional Duties” – is a 2-3 year old policy, but should address needs for family leave for faculty and unclassified professionals.
  - g. Equity leave: discussion ensued.
  - h. Senator Fullmer and Senator Perez requested advice for FSFB to consider as they move ahead. Senator Hughey asked FSFB to consider benefits packages for faculty and unclassified professionals that would help with recruitment and retention of faculty.
  - i. Senators Fullmer and Cochran noted that many institutions are much more liberal with benefits and tuition assistance; examples were provided to illustrate.
  - j. Senator Hughey noted that the 7-hour tuition credit for dependents has been a wonderful advantage for faculty and unclassified professionals who are able to use this benefit. Perhaps we should go ahead and request that this be raised to 9 hours, since this is such an excellent benefit

for all, including retention and recruitment of students. Senator Cochran agreed. This is an important perk to consider for recruitment of both students and faculty. Senator Hsu noted that other institutions of higher education offer far more generous tuition assistance packages for dependents. Senator Fullmer asked if single members of the faculty could receive some kind of similar benefit; for example, could a single faculty member perhaps be the beneficiary of, say, a 1-hour credit unit scholarship that they could offer to students to help with financial assistance, if they do not have and do not plan to have children? Might there be a pool of some kind that – for those who are not using the dependent tuition assistance benefit – could contribute, say 1%, of what they would be using if they had a dependent that could be applied to individual faculty scholarships? FSFB will explore some of these issues for consideration.

5. Appendix G: Senator Hughey noted that the revised Appendix G has not yet been returned from the Provost's office, since it was sent to the Provost's office from FAC three weeks ago. Assoc. Provost Dyer has not replied yet, but she is out of state at the moment.
  - a. Senator Hughey asked if FAC wanted to vote on the document we received and reviewed at the 11/1/11 FAC meeting. Brief discussion ensued. Senator Cochran called the question.
  - b. Senator Cochran moved and Senator Fullmer seconded approval of the revised Appendix G reviewed by FAC at our 11/1/11 meeting. Brief discussion ensued. Motion passed unanimously.
6. Senator Hughey explained that FSLC discussed how to respond to the concerns expressed the removal of Appendix J and the implementation of PPM 3010, put in the UH in place of Appendix J. Senators Hughey and Knopp emphasized the importance of reading, understanding, and knowing the PPM 3010 document, and serving as liaisons for our constituents. Chair Perez noted that the General University Caucus has requested Professional Development from HR regarding expectations and reporting procedures relevant to the new sexual violence, harassment, and discrimination policies in PPM 3010.
7. Theme 5 was the most relevant of Vision 2025 themes to the FAC workgroup, who met before the FS meeting on 11/8/11.
  - a. Senator Perez noted that the Human Capital consultant whom administration is looking to hire may play a role in addressing elements of Theme 5: improved compensation and benefits; incentives for grants and contracts; broader perspectives for overload opportunities; comprehensive mentoring programs, enhanced professional development opportunities; revised merit procedures; commitment to shared governance; enhanced infrastructure for research; attention to discovery of additional rewards in light of low compensation benefits.
  - b. This group will meet again on 12/6/2011 before the FAC meeting. The workgroup includes Senators Anderson, Johannes, Hughey, Hsu, and Ehie.
8. Senator Hughey reported that the Clinical Faculty workgroup met again this week, and a representative from the BOR office recently recommended that the group move expediently, and prepare a recommendation for the BOR to consider. The clinical faculty workgroup is moving swiftly ahead.
9. Meeting adjourned.