

**Kansas State University Faculty Senate
Faculty Affairs Committee Minutes
January 22, 2013 – 3:30 pm – Union 205**

Present: Senators Jani, Kingery-Page, Kiefer, Markham, Warner, Anderson, Bormann, Hsu, Thompson, Fritch, Linville; Associate Provost Niehoff

Secretary: Senator Hsu

1. Call to Order: 3:30pm

- Announcement: [Reception/Grand Opening](#) of the “Righteous Among the Nations” exhibit on Monday, February 4th at 4:30pm in Hale Library on the fifth floor. The [exhibit](#) will be on the 2nd floor of Hale Library and will be there for the month of February.

2. Approval of December 4, 2012 Minutes - Minutes unanimously approved.

3. New Business

- Post-Tenure Review
 - Recent developments with respect to Post-Tenure Review have restored its status to extant business.
 - Associate Provost Niehoff related that this issue was a priority for the Provost's Office, which is taking steps with Faculty Senate to implement post-tenure review. Mechanisms for review that are already in place include:
 - Professorial Performance Award
 - Chronic Low Achievement
 - Post-tenure review is distinguished from the above by its applicability to ALL post-tenured faculty, not just those eligible for an award or not meeting minimum standards due to chronic low achievement.
 - Guidelines are forthcoming for a process that is focused on positives and that is designed to help faculty develop professionally and receive recognition for excellent performance. These guidelines will be put together by a joint task force put together by the Faculty Senate and the Provost's Office.
 - Senators asked Associate Provost Niehoff several questions for clarification:
 - This is strictly a qualitative process for developmental purposes.
 - A typical period of post-tenure review will be the past six years (originally the board suggested five; five to seven is typical at most universities, but six would be ideal in keeping with the Professorial Performance Award and matches the standard tenure probationary period).

- This will be part of the university handbook.
 - One anticipated side effect is that this will put more people through the documentation process
 - A potential benefit of helping to motivate qualified tenured faculty to set a schedule for submitting materials for promotion to full professor.
 - Another potential benefit is to promote early detection and remediation of chronic low achievement.
 - This initiative carries no incentives other than such benefits to faculty development, and no penalties.
- Associate Provost Niehoff called for FAC volunteers for the task force, and Senator Kiefer volunteered.
- Tuition Assistance Memorandum
 - FAC senators discussed proposal specifics such as timeline, the people affected by the proposal across campus, budgetary issues.
 - The tuition assistance program is different from a waiver because it is a hard cost system. (The proposed revision may increase costs by up to 100%.)
 - FAC senators discussed the rate of utilization of the benefit among faculty members, including extension faculty (who tend to take distance classes) and by comparison with classified staff. This proposal affects all Faculty Senate constituents (faculty members and unclassified staff) AND classified staff.
 - Senators and Associate Provost Niehoff discussed the university budget and possible sources for benefits, specifically:
 - whether salary and benefits expenditures allocated to achieving equity with peer institutions were usable (answer: no)
 - whether money devoted to a benefit pool such as for tuition assistance or spouse and dependent tuition waivers was allocated on a "use or lose" basis (answer: it is reallocated if not used)
 - the cost-benefit basis (retention being more of an issue for spouse and dependent tuition waivers than for faculty tuition assistance)
 - One idea was to propose a work group comprising representatives of these several group to the Administration. Senator Fritch will solicit feedback from FS Leadership and follow up by updating the FAC.
- FS Executive Committee meeting on January 28th will include the discussion on professional titles and if it will be moved to February 12th Senate meeting
- Meeting adjourned at 4:20pm