

**Kansas State University Faculty Senate**  
**Faculty Affairs Committee**  
**MINUTES**  
**May 21, 2013**  
**3:30pm – Union 205**

1. Call to Order
2. Additions to Agenda
3. Approval of May 7, 2013 Minutes
  - Senator Kiefer moved
  - Senator Dover seconded
  - No additions or corrections
  - Minutes approved
4. Old Business
  - We discussed the Faculty Affairs spreadsheet that is being used to keep track of everything.
    - Appendix J is done
    - Betsy is going to check with Judy Hughey to get caught up to speed on where we are with the University Handbook.
    - Senator Kiefer mentioned that C157 was not on the list. This proposal went to the Faculty Senate meeting as a second first read. It was discussed and passed at the May 14, 2013 meeting.
5. New Business
  - FSFB request to add additional member to their committee make-up
    - They would like to add a benefits specialist from the Division of Human Resources as an ex-officio voting member.
    - Betsy will invite someone from the FSFB Committee to come to our meeting and describe what they want to do before we vote on this. She will invite them to come to our first meeting of the fall semester.
  - FAC representative to FSFB for the upcoming year
    - Ernie Perez was the representative to the FSFB committee
  - A part-time employee requested that the dependent tuition waiver extend to part-time classified employees
    - If the employees are .5, they receive benefits.
    - Betsy will work on getting data on the number of people who have been taking part in the dependent tuition waiver and the number of part-time employees.
    - We will need to figure out how we define part-time employees and the cost of providing this benefit.
    - The legislature considers this a cost to the university and requires that we report the number of tuition dollars lost by offering this tuition waiver.
    - Part-time employees receive the same benefits as full-time employees, but they pay more for their healthcare.
  - Other business for next year:
    - Senator Dover suggested we re-examine the credit hours allowed in the employee tuition assistance program for full-time staff who are working

- Senator Dover also suggested we examine DCE fees for full-time employees. There are fees (e.g., \$200 or \$300) added to the DCE courses.
  - Is it possible to get the DCE fees waived for full-time staff members?
  - It was described that staff members want to take classes online so they don't have to take time away from work to go to class.
  - We could have Sue Maes come in during the fall semester to talk about the fees schedule.
- Senator Warner brought up the idea of having the faculty and staff take off the days between Christmas and New Years the idea of giving the employees the days off without them having to use their vacation days.
  - It was discussed that this would be challenging because IT employees have to work because that is a time for them to complete major projects.
  - Facilities, library, and veterinary hospital employees are in a similar situation.
  - There are units on campus that are exempt from this policy, but this is not a general university policy.
  - Senator Cauble suggested that the policy should allow employees to choose whether or not they would like to work or take vacation.
- Pursuing the option of paying 9 month employees over the course of 12 months.
  - This is a local decision, not a state decision.
  - It is not viewed as being a fair thing to do to hold back money when people are working.
- Senator Dover brought up that the Kansas Legislature passed the concealed weapons modification.
  - There's a 4-year waiver universities can get. The Board of Regents is working on this. We have to prove how we will be able to keep everyone safe on campus if we want this waiver to extend past the 4 years.
  - Senator Dover explained that if we aren't able to carry concealed weapons, we would have to install metal detectors and have staff at each building entrance.
  - There are a number of issues related to this that affect faculty:
    - International faculty and graduate students are very afraid of guns
    - Faculty will be afraid to be in the classroom.
    - If something does go wrong, what do you do in the classroom?

## 6. Announcements

- The next Faculty Affairs meeting will be August 20, 2013

## 7. Adjourn – 4:37 p.m.