

**Kansas State University Faculty Senate
Faculty Affairs Committee – Minutes
October 2, 2012 – 3:30pm – Union 205**

Present: Senators Fritch, Markham, Armbrust, Nuss, Cochran, Bormann, Anderson, Linville, Kingery-Page, Perez, and Associate Provost Niehoff

1. Meeting called to order by Senator Fritch

2. Approval of September 4, 2012 minutes

- Senator Cochran moved; Associate Provost Niehoff seconded; motion carried unanimously

3. Old business

- Senator Fritch reported that the guidelines for the health insurance screening (regarding the “bonus” for completing the screening) is a State of Kansas policy rather than a Kansas State University policy
- Senator Fritch reported that most questions and comments of late that have been directed to FAC are regarding faculty salaries. Fritch encouraged FAC members to talk with their constituents and colleagues regarding feedback and possible discussion items for FAC.
- Senator Fritch gave a brief update on the task force charged with analyzing the faculty salaries issue:
 - Associate Provost Niehoff gave an update/report of the task force as he is working with the group.

4. New business

- FAC has been asked to examine University Handbook language regarding 9-month appointments and job requirements in summer:
 - Requests have been made regarding requirements (advising, meetings, administrative tasks, responding to e-mails, etc.) not specified in contracts.
 - Need to first determine what UH language already has regarding this issue and then decide if there needs to be additional language that explicitly states that faculty members on 9-month appointments are exempt from (certain) summer duties.
 - Senator Warner asked for clarification on advising – FAC members discussed different advising models on campus:
 - Some advisors are on 12-month appointments; some are on 9-month appointments but are notified in advance that they need to complete summer advising (C.22-23, esp. C.23.1).
 - Senators discussed the issue of e-mail over summer, weekends and evenings: job requirements and work environment, expectations, professional boundaries.
 - Senators resolved to each review UH language before next meeting to have further informed discussion at next meeting.

- Tuition Assistance – Course Fee Coverage
 - Senator Fritch reported that at the President and Provost’s visit to the Libraries, a member of the Libraries asked about the DCE course fees not being covered by the Tuition Assistance program – Senator Fritch told the President and Provost that she would gather more information regarding the request.
 - DCE course fees can be an additional couple of hundred dollars.
 - No fees are included in the tuition assistance program for faculty/staff or dependents.
 - Associate Provost Niehoff reported the original intent and policy of the program:
 - The guiding principle was, in fact, equality – ensuring that all recipients receive equal amounts, no matter what department or college.
 - Everyone receives the same assistance – no one receives “extra” because they selected a more expensive course.
 - Best way to explain the program is that it is more of a grant or scholarship to help pay for classes, rather than a “free class” or “free credit hours”.
 - Senator Fritch stated that she would report the information back to the Faculty Salaries and Fringe Benefits Committee and to the people who asked about it.
- Tuition Assistance Program – Proposal from FSFB
 - Senator Perez reported that FSFB had requested FAC to consider reopening the discussion of proposing to increase the amount of credit hours/money available to employees (the proposal was tabled last year at FS President Vontz’s request in order to focus discussion on pending FS Special Session).
 - Senators discussed the demographics of those receiving the benefit:
 - Faculty less frequent; unclassified staff & classified staff more frequent.
 - Senators discussed the impact of more money going to tuition assistance rather than salaries; request for evidence to support or refute a hypothesis that tuition assistance has positive longer-term impact on salaries; request for data regarding the amount of money going to the various tuition assistance programs.

5. Announcements

- Senator Perez is leaving the university for a new position and will vacate position on FAC and FS:
 - Co-chair Fritch called for volunteers to serve in Senator Perez’s liaison role (Faculty Salaries and Fringe Benefits Committee) and asked interested volunteers to email her or Senator Thompson

6. Meeting adjourned