

Kansas State University Faculty Senate
Faculty Affairs Committee Minutes
November 6, 2012 – 3:30 pm – Union 205

Present: Senators Fritch, Thompson, Linville, Bishop, Markham, Cochran, Anderson, Nuss, Hsu, Bormann, Kingery-Page, and Associate Provost Niehoff

Secretary: William H. Hsu

1. Call to Order

2. Approval of October 16, 2012 Minutes – Minutes unanimously approved.

3. Old Business

a. Faculty Affairs Liaison for Faculty Salaries and Fringe Benefits Committee

- Senator Kiefer had volunteered but is not able to serve as liaison because of conflicts between meeting times and class schedule. Please email Senator Fritch if you would like to volunteer.

4. New Business

a. Kansas Board of Regents Faculty Award

- Senators discussed KBOR's wish to formulate a way to recognize a selected faculty member from among state institutions and how FAC may provide input to give on criteria and basis of award. Senators also mentioned that this award was brought to K-State Faculty Senate years ago, but there was no implementation plan put forward.
- FAC co-chairs asked committee members to talk to colleagues within their departments and colleges regarding ideas for how to nominate and recognize candidates as well as general opinions about the award.

b. Spousal/Dependent Tuition Assistance – Graduate Certificate

- Faculty member contacted FAC to request examination for guidelines as faculty spouse was not able to receive benefits of the program because of only pursuing a certificate rather than being enrolled into a degree-granting program.
- Senators discussed what programs qualify as graduate certificates and the requirements of the spousal tuition program, professional benefits of the program to the faculty and university, and where funds come from for the tuition assistance. Overall, FAC senators believed the requirements as stated were reasonable – spouses and dependents should be required to be in degree granting programs.

c. Post-Tenure Review Summary

- KBOR has noted they would like to see discussion on a post-tenure review procedure at Regents' institutions; information at this point states they're looking for an evaluation that would be in addition to annual evaluations, not in lieu of them; it would have the character of a colleague or peer review. Faculty Senate Leadership requested FAC to begin compiling a summary of post-tenure review procedures already in place at KSU.
- FAC senators noted that this type of review is being discussed nationwide by dozens of institutions and that this directive may be a result of more universities following this practice. Additionally, proposals for instituting post-tenure review have received vehement opposition in the past at some institutions.
- Associate Provost Niehoff reported that this is being discussed by central administration.
- Discussion by senators included: rationale (underperforming or stagnant faculty); ramifications (e.g., effects on promotion, dismissal); existence of chronic low achievement and post-tenure high achievement (Professorial Performance Award); peer group definition (who is qualified among tenure-track faculty at the same rank?); current state of consideration (not yet an imminent mandate)
- Senator Cochran noted that Professorial Performance Award already exists as one post-tenure evaluation criterion.
- Senator Bormann raised several important issues, including how this evaluation would be followed up on and how the peer group would be selected for conducting a review.
- Senator Fritch called for talking points to be sent via e-mail:
 - summary of department documents (any sections of policy relevant to review of achievements, etc., that are independent of tenure process)
 - streamlined explanation of currently existing processes

5. Announcements

- a. Senator Kingery-Page shared information on the campus master plan update
- b. Senator Nuss reported on K-State Student Union remodeling proposal

6. Adjourn – Next FAC Meeting on Tuesday, December 4, 2012; 3:30pm; Union 205