

**Kansas State University Faculty Senate
Faculty Affairs Committee**

Minutes

March 4, 2014

3:30pm – 205 KSU Student Union

Attending: Charlie Barden, Regina Beard, Andrea Blair, Betsy Cauble (chair), Todd Easton, Lotta Larson, Katie Kingery-Page (secretary), Melinda Markham, Brian Niehoff (Provost Office)

Guest: Ruth Dyer, Senior Vice Provost

- ❖ Call to Order
- ❖ Approve Minutes
 - Minutes approved
- ❖ New Business
 - Professional Titles Task Force Report
 - Ruth Dyer joins us to discuss the report and its implications
 - Report finished in 2012; went forward to Faculty Senate and Provost
 - Budget conditions and changes in existing salary increase percentages for promotions in rank slowed action on the report (detailed in Memos provided to this committee)
 - Report was vetted with the deans last fall for input and refinements (detailed in Feedback Summary file provided to this committee)
 - Can we implement the report recommendations without a salary raise in order not to exacerbate the current burdens already on departments under current budget cuts?—or should a lower raise be implemented?—we are asked to discuss the options
 - A large number of current instructors would be eligible for new title and salary raise—if all who are eligible changed, first time cost would be 1.5 million dollars
 - Other factors: 2% increase in salary planned for all university support staff in coming fiscal year; salary increases already planned for ranked clinical professor titles put in place (slightly different revenue situation than dominantly teaching faculty); reallocations anticipated due to budget shortfall anticipated in FY 2015
 - Also to consider: potential loss of tenure track lines if many people in these positions should transfer over to non-tenure track lines
 - Should we implement some, all, or none of the report title recommendations?
 - Clarifying difference between instructors and term assistant professors: 2 types of positions (regular or temporary); appointment: temporary is only for people to be appointed less than 120 days; regular position could be a regular appointment or a term appointment (latter has no notice of non-reappointment rights and does not carry tuition benefits)
 - Affirmative Action and HR offices have also been consulted by Ruth Dyer and they are thinking about options as well

- Could HR provide a template outlining basic expectations of what each new title means---general requirements or expectations? This could possibly make it easier for depts. to implement while still allowing each department to customize
- Questions to consider are included within the Feedback Summary file; we are asked to provide guidance on next step

❖ Old Business

- Appendix G: Eligibility for a full hearing language
 - Discussion tabled until next meeting due to lack of time
- Section F: Instruction: Academic Procedures
 - Two versions attached: one clean; one with track changes
- Post -Tenure Review
 - Template for Departmental Documents
 - Discussion tabled until next meeting due to lack of time

❖ Announcements

- None

❖ Meeting Adjourned