

Kansas State University Faculty Senate
Faculty Affairs Committee
Minutes - April 1, 2014
3:30pm – 205 KSU Student Union

Attending: Jared Anderson, Charlie Barden, Regina Beard, Andrea Blair (substitute secretary), Betsy Cauble (chair), Todd Easton, Lotta Larson, Melinda Markham, Brian Niehoff (Provost Office), Esther Swilley

❖ Call to Order

❖ Approve Minutes

- Minutes Approved with a change that we think was a typo with the word term in following bullet:

Clarifying difference between instructors and term assistant professors: 2 types of positions (regular or temporary); appointment: term (*should be temporary not term*) 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)

❖ New Business

➤ Federal Requirement Change: Search Documents

- HR changes anticipated: Additional info will be required when we advertise positions, specifically, to include individuals with disabilities and protected veterans. New federal regulations requiring self-identification form to include disability and veteran status.

➤ Violence Against Women Training

- Training is required every year. Proposed online training is currently graphically uneven: no visuals at beginning and then some toward the middle. Our charge is to review and give Roberta feedback. Roberta will come to a faculty senate meeting to talk about it.

➤ Electronic Submission of Promotion & Tenure Documents

- Request to do this electronically. Some departments have already been doing it. If you are not, you may want to consider it. The Council of Deans will begin looking at these documents electronically.

❖ Old Business

➤ Professional Titles: What to do???

- Discussion: Should there be a bump in pay? One time bump: Maybe at 10th year. 15% seems high. Without a structure in place, giving a bump in pay will never happen.

Why not reduce categories: have only two instructor categories--instructor and senior instructor (may/may not include more responsibility).

Without increase in pay, why go to the trouble?

Just giving a title change may be helpful.

Move title forward with a plan to phase in raises.

Move it forward and get more information.

- Appendix G: Eligibility for a full hearing language
 - In response to concerns, we should consider removing the "Only."
- Section F: Instruction: Academic Procedures
 - Two versions attached: one clean; one with track changes
 - We will bring this forward.

❖ Announcements

- None

❖ What else??

- Deans 5-yr evaluation. Everyone in the unit fills out a survey. Will be reviewing it in the next year.

❖ Adjourned