

**Kansas State University Faculty Senate**  
**Faculty Affairs Committee**  
**Minutes**  
**May 6, 2014**  
**3:30 - 205 KSU Student Union**

Attending: Jared Anderson, Charlie Barden, Regina Beard, Andrea Blair, Betsy Cauble (chair), Eric Dover, Todd Easton, Katie Kingery-Page (secretary), Lotta Larson, Brian Niehoff (Provost Office), Esther Swilley

- ❖ Call to Order by Chair Cauble
- ❖ Minutes Approved
- ❖ New Business
  - Faculty Salary Report
    - No good news; but we are taking steps to increase salaries
    - Brief discussion: potential issues are the expense of initiating salary change mid-year—contracts must be re-written at no small investment of time
    - Bigger picture: when do we run into real issues of a critical mass of human capital leaving over salary?
    - We don't yet track the real cost of hiring searches and new faculty start up costs, but the loss and turn over does come with high costs...these costs need to be tracked
  - Term Appointment Information
    - Tabled 'til next meeting
  - Old Business
  - Professional Titles: Next Move
    - Policies to be written this summer
    - We will move forward, even without monies for pay increase
    - The policies will be added to the handbook and can be used as desired by departments, who would then have to write into dept. docs if they choose to use these titles
    - A positive to have the policy written as the new human capital administrator come on at KSU (interviews are currently underway)
  - Appendix G: Eligibility for a full hearing language
    - One typo will be corrected, then it will go forward to Faculty Affairs
  - Section F: Instruction: Academic Procedures
    - Two versions attached: one clean; one with track changes
    - Will go forward
- ❖ Announcements
  - Chair/Co-Chair

- Cauble offers to serve one more year with a co-chair to coach leadership; this is greeted with relief and thanks; consider nominations for May
- Secretary
  - Nominations needed
- ❖ What else??
  - Mandatory reporting question from Senator Kingery-Page re: where students can go to have confidential discussion regarding sexual violence. Victims need advocacy, not just reporting. Lafene and Counseling Center have licensed staff who can exercise client privilege; Women's Center can still have an advocate that either proceeds in reporting or counsels person to go to Lafene or Counseling Services for confidential services
  - We need to suggest more points for the mandatory reporting training: when is a conversation confidential; how to treat crimes occurring off-campus; domestic violence; need a list of what is mandatory to report
  - Training needs to be more clear about what people need to do
- ❖ Adjourned