

Kansas State University Faculty Senate
Faculty Affairs Committee
Minutes
September 17, 2013
3:30pm – Hale 301

Attending: Jared Anderson, Charlie Barden, Andrea Blair, Betsy Cauble (chair), Beth Davis, Eric Dover, Todd Easton, Katie Kingery-Page (secretary), Mindy Markham, Brian Niehoff, Esther Swilley

Guests: Marty Courtois, Beth Turtle, Jenny Oleen

1. Call to Order

2. Additions to Agenda

- None

3. Approval of May 21, 2013 Minutes

- minutes approved

4. Open Access Policy

- Guests: Beth Turtle and colleagues
- Turtle introduced policy; policy based upon policies in place at Oregon State Utah State, KU, entire U. of California system, and Harvard (to name a few)
- Turtle and colleagues request that our committee will consider taking the policy to the full senate for discussion
- Highlights:
 1. Government funded research ---many agencies have adopted NSF open access policy, the K-State policy would bring us in line with NSF open access
 2. Sharing our research is at core of land grant mission
 3. Will provide full, open access of KSU research to public
 4. Adopting the policy would show our collective support for free, open access
 5. Faculty gain: changes default relationship of faculty to publishers; would make open access the default right of faculty, not a negotiated right at each point of access
- Discussion:
 1. Scholarliness of open access journals; Turtle replies that many are recognized as high impact. Turtle also notes that KREX is archive and distribution, not publishing; posting to an institutional repository; KREX acknowledges the publisher
 2. Model would continue as is: you publish in journal of your choice (open access or not), then deposit final approved and revised manuscript in KREX; policy in no way would restrict where faculty publish
 3. Even if publisher denies open access: non-exclusive copyright agreement with KSU prevails over agreement with publisher, faculty can negotiate for KREX with publisher, or apply for waiver with university to not deposit in KREX

4. Co-authorship: each coauthor has the right to license the work non-exclusively
5. Discussion of whether this exposes faculty to risk or protects them from risk; further discussion of the waiver as a fallback in the worst case scenario
6. Discuss value goal: open access as a standard—this policy sends that message
7. Has not yet been vetted through university counsel; will be.
8. KREX will post the paper on your behalf; KREX will teak responsibility for process; KREX will monitor KSU databases which indicate what is being published by KSU faculty
9. Could the library responsibility for process be added to policy? Library vs. faculty responsibility; suggestion of statement indicating not that much will change, and faculty vs. library responsibilities
10. Hard to see a “downside” considering the process proposed and the option of the waiver
11. Cauble proposes adding the above statement and vetting with university counsel
12. We will have first reading in senate by Beth or colleague when proposed policy is ready; time for discussion

5. Old Business

A. Post Tenure Review Policy (Committee reviewed latest draft with Provost’s recommended changes)

- Discussion of rating/not rating....if “satisfactory/ not satisfactory” then the review process seems to deviate from the stated purpose of development and veers into evaluation.
- Instead, proposed is a series of suggestions for improvement following the review: strengths and areas to improvement, broken down by areas of job responsibility allocation
- Several comments made that the policy should be stated as developmental review; not assessment
- Proposed: Change language to reflect that review should reveal strengths and areas for improvement; following review faculty and dept. head meet to establish plan... all evaluatees meet with dept. head, regardless of review outcome
- Proposed: Add option of expanding the annual review process to satisfy this 6-year review if a person is neither going up for full prof/professional performance award/or national award.
- Proposed: Departmental or college resources....changed language to “available resources”
- Cauble and Niehoff will revise draft and send out to FAC AFF members for another review.

B. Non Tenure Track Assistant Professors

Handbook Language:

C11 *Term appointments. Term appointees may have the following designations:*

Adjunct appointees (professor, associate professor, assistant professor, instructor)

Term appointees (professor, associate professor, assistant professor, research professor, research associate professor, research assistant professor, clinical professor, clinical associate professor, clinical assistant professor, and instructor) (BOR 1/19/05, revision)

Assistant instructor

Extension assistant

Extension associate

Research assistant

Research associate

Graduate assistant

Graduate teaching assistant

Graduate research assistant (FSM 2-14-90)

Those appointed on a term appointment may be engaged in teaching, research and other creative endeavor, extension, or library services. This appointment may be full-time or part-time. Normally, a term appointment is used only when the need or the funding for the position is finite and is for a specified term not longer than one year. A term appointment carries no expectation of continued employment beyond the period stated in the contract. Service on a term appointment is not credited toward tenure. The Standards for Notice of Non-Reappointment do not apply. (POD 5-89; FSM 5-9-89)

- Niehoff suggests we get numbers from Kelli Cox' office as to how many people are on term appointments with assistant professor title.
- Noted that this situation overlaps with unclassified professional situation: term vs. non-term appointments. What we consider for faculty could impact unclassified staff.
- Professional titles report is still forthcoming; in review by Provost's office

C. Mediation Coordinator Reporting Structure Update

- Update:
 1. Cauble will attend dispute resolution luncheon in early October, issue will be discussed, Rusty Andrews has been suggested as a back up person for mediation coordinator in interim before a back up plan is in place
 2. Appendix U language, questions about Senate role in hiring and about how evaluation occurs
 3. People will come through affirmative action office for mediation and ombudsperson access?; Cauble will find out if this is intention; if so we may want to propose otherwise, since different people may feel comfortable accessing these resources in different ways

D. Human Resources & Benefits Issues

- 1) Tuition Benefits
 - a) Part-Time Employees

- b) Increased for Employees from 3 to 6 Credit Hours
 - c) DCE Fees waived for Employees
- 2) 9 Month Employees: Option of Paying 12 Months
- Discussion tabled for now: Cindy Bontrager and associate will come in early Nov to discuss these issues with us

E. Appendix M

- 1) Develop plan to address
- Cauble will invite university counsel to discuss with us; issues are timeline and old language re: recording hearings and transcribing recording (proves very difficult)
- App. M is more legalistic than App. Gmay need a court reporter versus recording...what is best legally will be a question for University counsel

F. Safety Issues Discussion

- 1) Concealed Carry—Robert Auten Offer
- has offered free training to a member of this committee
- 2) Crisis Team Update
- Crisis Management Committee—Cauble will attend

6. New Business

- 1) Faculty Merit Evaluation Issues
- Evaluatees should have opportunity to disagree in writing with merit evaluations
- Question C46.3 C47.2....should the dean or higher administrator respond to disagreement over evaluation?
- Currently no acknowledgement typically occurs
- Proposed: administrator should at least acknowledge receipt of the comment be given.
- We can ask university counsel's opinion on this

7. Announcements

8. Adjourn