

**Kansas State University Faculty Senate  
Faculty Affairs Committee  
Minutes  
November 5, 2013  
3:30pm – 205 KSU Student Union**

**Attending:** Regina Beard, Andrea Blair, Betsy Cauble, Todd Easton, Katie Kingery-Page, Mindy Markham, Lotta Larson, Kaitlin Long, Esther Swilley, Brian Niehoff

- ❖ Call to Order
- ❖ Minutes from last meeting approved
- ❖ Old Business
  - Non Tenure Track Assistant Professors
    - Reviewed data from Office of Planning and Analysis
    - A few colleges stand out as high numbers of term appointed faculty
    - Reps to this committee commented upon reasons for the high numbers in College of Education, College of Business, and Human Ecology
    - Variety of reasons expressed: short term needs with finite programs (e.g. teaching exchange or program with another country), loss of tenured faculty not filled with hires in tenure track line, hires made to fill substantial teaching needs
    - Cauble proposes salary and fringe benefits sub-committee keep an eye on these numbers as a whole each year, study impact of new titles report (which proposes titles for professors of practice, for example)
  - Human Resources and Benefits Issues
    - Cindy Bontrager joined the meeting at approximately 4:00pm
    - Discussed questions related to employee and dependent tuition assistance program
    - Question that triggered this discussion is a 25 year part time employee wondered why she could not have dependent benefit
    - Scenarios this committee would like Cindy to study:
      - Part time employee prorated dependent benefit
      - What are the facts of our part time employee population? Need a snapshot of characteristics of part time and term employee in terms of years of service. Are many people here for long term? How does longevity factor into this benefit? Should there be a gateway—such as after five years, benefit kicks in?
      - Exempt vs. non exempt...how many part time staff fall into each category?
      - Look at possible number of spouses and children we are speaking about if a dependent benefit were extended to part time staff after five years of service
      - Spouse tuition assistance: Not considering enlarging this benefit, but we are curious as to how the benefit is worded for those currently eligible. Spouse vs. domestic partner? Are both eligible?
    - Waiving DCE fees (another question put to this committee) seems unreasonable; seniors who audit classes also request this fee waived and it seems unreasonable;

DCE classes must fund themselves through tuition and fees, so waiving tuition could be problematic, but waiving fees certainly is

- Other discussion with Cindy Bontrager: Working 9 months paying 12 months for 9-month employees
  - HR does not want to go back to it
  - Major issue is accounting for faculty time related to grants—complication if we move pay out of the nine-month appointment into the summer months
  - Would require university to hold faculty salary in account; why not just let faculty hold their own money and earn interest?
  - Bontrager cites the options—banking—to set that money aside, even direct deposit from the university to two of your accounts
  - Could we have an option of an “enrollment period” where faculty can sign up to have a portion direct deposited to checking and a portion to a saving account? We need a way to make this enrollment easier.
  - Health benefit deduction: Cindy will see if the amount can be spread over all 20 pay periods for 9-month employees, vs. loaded at end

➤ Faculty and Staff Evaluation Issues

- General Counsel willing to talk but believes there is a remedy
  - Meeting not yet scheduled with university counsel
- Appendix M evaluation and changes tabled until after current proceeding; intent is to learn from what occurs
- Appendix G, Non-panel hearing, administrative appeal issues vs. full grievance panel issues: committee notes that an annual evaluation that could trigger chronic low achievement proceedings should be grievable—versus grieving a minor perceived shortfall in evaluation
  - Discussion of whether a letter should be issued to confirm receipt of a rebuttal to an evaluation...and just a letter of receipt, or a “response” from the Dean?
  - Do we need parameters set to prevent people from requesting meeting with a Dean about disagreement with evaluation over minor issues (example: a good versus excellent evaluation)?

❖ Adjourned