

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

Attending: Jared Anderson, Charles Barden, Regina Beard, Andrea Blair, Betsy Cauble (chair) ,
Todd Easton, Kaitlin Long, Esther Swilley

Guest: Cheryl Strecker, Attorney

❖ Call to Order

❖ Minutes

Accepted. Charlie moved and Jared seconded. Need to clarify information on minutes regarding term contracts, specifically, if dismissed prior to end of contract they have to have cause.

❖ Old Business

➤ Post Tenure Review Policy

Accepted. Todd brought forth a motion to vote to accept. Regina seconded it. One simple change before final. In second paragraph delete essential for developing in students critical thinking skills. Sentence will read: Kansas State University recognizes that the granting of tenure for university faculty is a vital protection of free inquiry and open intellectual debate.

➤ Cheryl Strecker-Appendix G

Discussion regarding best way to update Appendix G for clarity. Cheryl will draft the ideas and send to Betsy Cauble. Minor changes to include:

- moving what constitutes a reason for a complaint to reach the level of a grievance hearing panel (currently it is in paragraph 2 *Eligibility*) to its own paragraph.
- Add the following text to what constitutes a complaint that rises to the level of a grievance hearing as we discussed at the last meeting. 1)“an annual evaluation that fails to meet minimal-acceptable level of productivity as referenced in C31.5”. 2)...denial of tenure may be brought...to “denial of tenure and/or promotion may be brought...”
- Discussion regarding a dean's lack of response to a letter they may receive from faculty who do not agree with their evaluation. The letter is for the record and a response is not necessary. If employee wants action, they can file a complaint. Betsy will communicate this to ombudsman for those faculty they may hear from in this regard.

❖ New Business

➤ FSLC Meeting with Pat Bosco and Steve Dandaneau

No discussion as it was on the last agenda.

➤ Appendix C

- Provost asked to not change anything yet due to the changes coming to Human Resources.
- Handbook Committee working through changes
- Provost asked to not change time for unclassified staff persons have following notification of non-renewal of contract. Currently one year.

➤ Section F: Instruction--Academic Procedures OR

Appendix F: Academic Conduct, Academic Honest, and Honor
System Constitution

- Academic Affairs Approved

❖ Announcements

❖ Adjourned