

**Kansas State University Faculty Senate**  
**Faculty Affairs Committee**  
**Minutes**  
**May 19, 2015, 2015**  
**4:00 - 205 K-State Union**

Attendance: Christina Geuther, Jackie Spears, David Lehman, Jeff Stevenson, Charlie Barden, Betsy Cauble, Gayle Doll, Scott Finkeldei

Provost Liaison: Brian Niehoff

- ❖ Cauble welcomed new members: Jackie Spears and Scott Finkeldei
- ❖ May 5, 2015 Minutes were amended and approved.
- ❖ Business Coming UP: Items were presented as things we would be working on next year.
  - Professional Titles: Addressed concerns from administration. We had nothing to review as the language is with the administration now for their approval.
  - Ombuds Program Discussion: There has been trouble getting faculty to apply. Must be tenured faculty. Lehman raised the question about non-tenure track persons serving as ombudsmen: why would this be any different than staff serving? Cauble said she would raise the question with the leadership group. The committee likes the idea of emeriti faculty in this position. 9 applications have been received.
  - Appendix G: grievance hearing this semester brought up some new issues. Hearings have become very litigious, bringing lawyers into the process. We may be reviewing this appendix to see if we can tighten up the process to avoid excessive problems.
  - Section C: employment section. Cauble encouraged the committee to read over the summer and plan to examine this section more thoroughly next fall. Our role will be to review changes that have been made.
  - Concerns regarding C46.1
    - C46.1 Responsibilities of evaluators. The unit head will prepare, by January 31, a written evaluation for each full or part-time regularly appointed faculty or unclassified professional person. Quantitative ratings may be used to summarize evaluative judgments, but the basis for these judgments must be explained by a narrative account. The evaluation shall provide succinct assessments of effectiveness in performing each responsibility and these statements must include summaries of the achievements and evidence which support these assessments. Performance reviews of faculty and other unclassified employees will include consideration of overall contribution or detriment to the department/unit, which includes citizenship and other personal conduct affecting the workplace. Faculty and other unclassified employees are expected to have cooperative interactions with colleagues, show civility and respect to others with whom they work and interact, show respect for the opinions of others in the exchange of ideas, and demonstrate a willingness to follow appropriate directives from supervisors. (Note 2. Those appointed to regular part-time positions must be evaluated; however, evaluations are not required for an individual on a term appointment, as defined in C11, even if that employee will be re-hired for another year.) (Revised FSM 4/10/12)
  - Term Assistant & Associate Professors
  - Conduct Questions on Admission Application

- Shared Services Draft Plan: can include clerical staff, people who process paperwork, etc. This plan is spearheaded by Human Capital.

❖ Next Meeting: September 1, 2015 Union 205

❖ The meeting was adjourned.