

Kansas State University Faculty Senate
Faculty Affairs Committee
Minutes
September 16, 2014
3:30 - 205 KSU Student Union

Attending: Regina Beard, Betsy Cauble (chair), Gayle Doll (Secretary), Eric Dover, Todd Easton, Lotta Larson, Derek Mosier, Mindy Markham, Brian Niehoff (Provost Office), Jeff Stevenson, Esther Swilley

❖ Call to Order by Chair Cauble

❖ Minutes Approved

❖ New Business

- Chair Cauble asked committee members for a volunteer to take co-chair
 - Stevenson suggested it should be someone who has been on the committee for a year.
 - Most committee members indicated they would be going off within the next year
 - Cauble asked for a substitute for her for the next meeting: Markham accepted
 - **ACTION ITEM: CHECK TERM COMPLETIONS AND CONSIDER TAKING CO-CHAIR LEADERSHIP**

❖ Old Business

- Retention Raises/Bonuses.
 - Is this something we want to take on?
 - Can we ask for more research?
 - Niehoff suggested that finding retention codes might be difficult—possible to see that salaries go up but not why they go up.
 - Not sure that all departments record equity raises in the same way.
 - Dover expressed that there appears to be a culture issue perpetuated by upper administration: “If you want a raise, become a retention issue.”
 - Currently there is a lot of flexibility within departments—is this responsible or are we rewarding faculty because they threaten to leave?
 - Committee chooses to look further into this situation
 - **ACTION ITEM: BRIAN NIEHOFF WILL FOLLOW-UP**
- Appendix M: Ready for review
 - **ACTION ITEM: DISCUSSION AT NEXT MEETING. CAUBLE SUGGESTS COMPARING THE POLICY CHANGES WITH THE ORIGINAL IN THE HANDBOOK. REVIEW FOR APPROVAL OR FURTHER CHANGES.**
- Electronic Promotion and Tenure Review
 - Question if Canvas will be able to accommodate this process

- Dover mentioned new products that could be used for this purpose: Skydrive and Sharepoint. Should be ready later this fall
- Suggested that Electronic P & T might be a good pilot for Sharepoint
- Committee will be asked to look at the documentation without the specific technology. This can be discussed later.
- ❖ Reporting Committees
 - Cauble reviewed the committees that report to Faculty Affairs
 - Faculty Salary and Fringe Benefits
 - Handbook committee
- ❖ Announcements
 - Regina Beard is the Faculty Affairs rep for the Social Media Policy Procedural Task Force
- ❖ What else?? Cauble asked for issues for the coming year
 - Dover suggested ripples about shortening the notice of non-renewal for unclassified staff
 - Talked about differences in corporate and the university practices
 - Discussed lack of severance packages
 - Is there a more reasonable option?
 - Severance wouldn't work for people being paid by grants or restricted fees.
 - Stevenson requested that the minutes be delivered to committee members within a few days of the meeting with action items highlighted.
 - Hopes to help committee members be more prepared for meetings
 - Open Access Policy.
 - The library will be presenting on this at our October 7 meeting
 - **ACTION ITEM: BE PREPARED TO DISCUSS AND VOTE.**
- ❖ Adjourned