

**Kansas State University Faculty Senate
Faculty Affairs Committee
Minutes
October 21, 2014
3:30 – 148a Waters Hall**

- ❖ Attendance: Regina Beard, Betsy Cauble, Gayle Doll, Todd Easton, Mindy Markham, Jeff Stevenson, and Charles Barden
- ❖ Cauble called the meeting to order
- ❖ The minutes were approved with changes
- ❖ Old Business
 - Open Access
 - Beth Turtle and Marty Courtois provided a new draft reflecting changes requested by the committee. The provost and general counsel have approved the original version. After some discussion Todd Easton moved to send the policy to faculty senate floor. Jeff Stevenson seconded. Motion passed.
 - Retention Raises/Bonuses.
 - Cauble reported that administration is working on a guideline paper and that the new Human Capital director has also been commissioned to explore this. They want our committee to wait to work on this until administration completes their work. Cauble asked Todd and Eric if they would be willing to work on a task force.
 - Action Item: Eric Dover, are you agreeable?
 - Action Item: Future work: what's a guideline and what is a policy?
 - Jeff Stevenson asked if hiring processes would be something we would explore in the future. Cauble encourages committee members to fill out climate survey and include these concerns.
 - Professional Titles: Next Move
 - Mindy Markham and Esther Swiley have created a draft which will be circulated to the committee before the next meeting
 - Action Item: review for the next meeting
 - BOR: Cauble would like the draft to be ready for the December Senate meeting. Markham described how the document was created.
 - Dean Review C15
 - When Faculty Senate leadership met with the President and the Provost they brought up the need for the evaluation process. The president had already asked for clarification of these processes and he had charged Human Capital to review them. There might be a task force working on this.
 - The president asked why the 5 year review? Should it be more often? Perhaps a 3 year review so improvements could be made? Most

administrators are appointed for 5 years. Provost looks at annual reports but not a 360 review like faculty get.

❖ New Business

➤ Optional Academic Freedom Syllabus Language

- We were given the Student Senate recommendation for language about academic freedom to put on syllabi. Students do not understand academic freedom. The committee reviewed the student senate policy to decide if we want to recommend this. Charles suggested a change from “any” university to “the”. Mindy moved and Regina seconded to send this forward.

➤ Handbook Changes

- C132 Change “percentage salary increases for promotion to associate professor and full professor will be a minimum of 8% and 11%, respectively, of the average salary of all university faculty members for the year preceding promotion” to 15% . This is a handbook change to reflect current practice. Jeff Stevenson moved to accept and Charles Barden seconded. Motion passed.
- C192: Clarification of *line authority* for ombuds appointments. The committee reviewed the line “People in positions of line authority (e.g., department heads, deans, and some directors) shall not be appointed.” We were asked to consider removing the line in part because of the difficulties in finding faculty to apply for the position. Cauble suggested that we explore new models of how the ombudsmen work. Example: Retired faculty could hold the position for a stipend. Gayle Doll moved and Jeff Stevenson seconded that the line be dropped. Motion carried.

❖ What else? Cauble suggests paying attention to the North campus master plan.

- Action Item: Committee accepted the Faculty Salary and Fringe Benefit Report.

❖ Next Meeting: November 4, Union 205

❖ Meeting was adjourned