

**Kansas State University Faculty Senate
Faculty Affairs Committee
Minutes
November 18, 2014
3:30 – Union 205**

- ❖ Call to Order
- ❖ Minutes were approved without changes
- ❖ Old Business (updates)
 - David Rintoul, Danielle Brown, Priscilla Roddy, and Betsy Cauble will be meeting with Cheryl Johnson next week to plan a way forward for the development of the administrative review process and inclusion of retention raises in whatever compensation philosophy plan is developed by Human Capital. The intention is to have the Salary and Fringe Benefit committee that Priscilla chairs develop the plan and handbook language, which will be reviewed by Faculty Affairs prior to going forward to Faculty Senate.
 - Administrative review: We had a lively discussion that included Brian Niehoff sharing the difficulty placed on Planning & Analysis with the current Dean's Review process. There had been some suggestions that a third year review happen so that substantive changes could be made before the five-year review. However, Brian Niehoff explained that the current process is very labor intensive, involves participation of a large committee reviewing and adding to the survey prior to its administration in addition to administering the survey. Depending on who writes the report from the survey, added Planning and Analysis time may be involved. Kelli Cox does the reviews herself and Brian Niehoff checks them.
 - Action Item Request: If our goal is to assure maximum participation and fairness, are we doing it the best way? Are there ways to review administrators that would be less labor intensive and get very good feedback about their performance? How do we address the desire on the part of some faculty and staff to provide anonymous feedback, because of the concern of retribution? How do other universities evaluate administrators? Please consider these questions and be prepared to have a robust discussion at our meeting December 2.
- ❖ Professional Titles: Update
 - This is not on the Wednesday agenda for the Board of Regents. They have decided that the other universities may want to have something similar so they are holding off

- ❖ Ombuds Program
 - Kelli Cox is willing to participate in a discussion
- ❖ New Business
 - Climate Survey
 - FS Leadership Council is meeting with Sue Rankin, Ruth Dyer, Tom Vontz, and Clive Fullagar the first week in December. How can we get more information other than the standard questions? People are concerned because the survey addresses personal identity problems but not other issues articulated by faculty senate---time and resources to accomplish your task, etc. The climate survey was consistent with surveys across the country. Some things that we had hoped to learn may not be available. Brian suggests there may be things there that you don't know—subcategories would not be open for people that respond positively. What happens to the comments? Will they do qualitative analysis for themes? Will we need to do a follow-up survey when themes appear?
 - Handbook Section B and C will be coming.
 - C may be delayed until administrative review process (already covered)
- ❖ What else? Budget—we won't know anything until January at least.
 - First Tuesday meeting: Maureen Redeker from general counsel presented about new rules and regulations regarding international trips/research/course work etc. Travel forms must go to International programs if you are doing an international presentation. Confusion about forms and locations to send them to.
 - Human Capital: compensation philosophy being created by Cheryl using faculty feedback. Hopes to have something completed by January.
 - The committee reviewed a handout provided by Bruce Schultz regarding open access policy handout. The Open Access policy previously presented has been held back by the library. Federal grants are requiring that the university must make grantee's papers available to the public. Discussion about the policy followed. Decision to make the handout available at the Faculty Senate meeting but not to be included in the official Faculty Senate materials. The library will present in December.
- ❖ Next Meeting: December 2, Union 205
- ❖ Meeting was adjourned