

Kansas State University Faculty Senate
Faculty Affairs Committee
Minutes
December 2, 2014
3:30 – 205 K-State Union

- ❖ Members present: Regina Beard, Betsy Cauble, Gayle Doll, Eric Dover, Todd Easton, Derek Mosier, Mindy Markham, Jeff Stevenson, Esther Swilley, Charles Barden and Brian Niehoff
- ❖ The Minutes were approved.
- ❖ Old Business
 - Betsy Cauble reported on the meeting with Cheryl
 - Dave Rintoul, Danielle Brown, Priscilla Roddy, Cheryl Johnson, and Betsy Cauble were in attendance
 - Retention Raises/Bonuses Update
 - Cheryl is working on a philosophy that will be used to develop retention raises and bonuses. Once focus groups are completed, she will move forward with a Compensation Philosophy, which will guide the retention raises/bonuses conversation
 - Committee members expressed concern about faculty who pursue outside employment as a ploy to get a retention raise as well as concern that the philosophies have no action items and we won't make any progress.
 - Philosophies are the guiding principles.
 - **ACTION ITEM: Consider are there things we can provide beyond financial compensation? Cheaper rates on McCain, parking, etc?**
 - Administrative Review Update
 - Johnson clarified the work and suggested looking at the VP's review first and then move it down to the deans.
 - Last time we talked about the time consuming aspects of the process. How can they be designed to be less labor intensive?
 - Cheryl is writing a white paper.
 - Dean and the Provost develop the distribution lists for surveys.
 - What are the criteria for evaluating a VP? Committee members thought there should be a fair amount that is standardized similar to a TEVAL. Two or three areas for comment—strengths and weaknesses.
 - Is the provost getting the data she needs to determine retention?
 - Important to think of evaluation as a way to help people to improve—not just to criticize.
 - Goal: Transparent, less “labor intensive” process

- Professional Titles: Update
 - Not on BOR Agenda for Wednesday Meeting. They decided it was so interesting that they want to share it with the other universities
 - Aiming for December Meeting. Betsy asked if we can go forward with handbook changes pending the approval
- Ombudsman Program
 - Kelli Cox willing to participate in a discussion with the committee on December 16.
- Climate Survey
 - FSLC met with Ruth Dyer and Tom Vontz (co-chairs), and Sue Rankin (consultant) November 24
 - Lively discussion
 - Thrilled with faculty participation. More than 40%, well above needed.
 - Many questions were about personal identity at K-State. Consultant says we'll get a lot more useable information than we think. Data won't be back until April. Todd Easton expressed concern that the consultant will force a delay in the analysis to the point that the results won't be useable.

❖ What else?

- Appendix M will be up for vote on Faculty senate floor
- Betsy Cauble shared comments for Regina to take to the library regarding Open Access—biggest concern is it is not voluntary. Regina says it is meant to be more of an encouragement. Also concern about the waiver—who grants the waiver? Where is the policy going to be published? The Center for digital scholarship page on the library website. Is it going in the faculty handbook? Is it a PPM policy? We thought it might be best as an Appendix for the handbook.
- Discussion again about travel and out-of-country presentations—some precautions for technology (computers). Suggested that the Office of International programs needs to develop a check-list. Export Control training may need to be updated as well.

❖ Next Meeting: December 16, 2014 Union 205

❖ Adjourn