

**Kansas State University Faculty Senate
Faculty Affairs Committee
Minutes
January 16, 2018**

3:45 p.m. – Business Building 2123

Attendance: Charlie Barden, Ethan Erickson, Troy Harding, Judy Hughey, Daniel Ireton, David Lehmann, Mindy Markham, and David Procter.

❖ **Call to Order Faculty Affairs**

The Faculty Affairs Committee meeting was called to order at 3:48 p.m.

❖ **Approve Minutes**

➤ **December 5, 2017 Minutes (Attachment with draft minutes)**

Minutes were approved as submitted.

❖ **Old Business**

➤ **No further update on Section E, Sabbatical Leave**

David Lehmann and Charlie Barden met with Ruth Dyer on December 18th, but at that point Dr. Dyer had not yet met with Robert, so there were no updates on Section E.

➤ **Conflict resolution update**

Charlotte Self and Robert Large have finalized the Ombudspersons training and it will be launched in February.

➤ **Diversity Initiatives**

Judy Hughey shared that the document regarding difficult conversations in the classroom will be finalized in the next couple of weeks. They will share this document widely and all are invited to a brownbag presentation on January 30th about how to use the document and recommendations for having difficult conversations in the classroom. The brownbag will consist of a panel of four faculty from different curricular areas and they will discuss situations they have encountered in the classroom and how they handled them and work through the document they created. This is building upon the KSUnite.

The Center for Engagement and Community Development will host a symposium on this topic on April 12th, and they are bringing in a speaker from Colorado State University. An announcement in K-State Today will be forthcoming.

➤ **Student Organizations**

David Lehmann has been looking into the four universities that have been cited as being reviewed as K-State was determining the model to utilize for student organizations this past year. David is still working on this, and it appears that K-State may have looked at these other universities' models, but that they were not following a specific model from another university. David is concerned that a number of student organizations that previously existed have not registered either as an ISO or a DSO.

❖ **New Business**

➤ **Review proposed revision of Handbook section C162.3 and Appendix A, dealing with non-reappointment of untenured faculty, with David Procter.**

Ruth Dyer sent proposed changes to Handbook section C162.3 and Appendix A. David Procter indicated that Dr. Dyer is proposing that the details included in Section C162.3 be moved to Appendix A in order to reduce some

confusion regarding this issue. Provost Mason is supportive of these changes and is having them reviewed by Faculty Affairs. There were several committee members absent from the meeting and so this was viewed as a first reading and we will vote on the proposed changes in the next Faculty Affairs meeting. A question was raised regarding why the information was moved to the Appendix rather than the body of the University Handbook and what is the process for updating the appendices. David Procter will take this question back to Ruth Dyer.

❖ **From Committee Members**

➤ **Promotion of Non-Tenure Track Faculty**

Troy Harding indicated that this issue is very important to the K-State Polytechnic campus. Troy indicated that he brought this up to Ruth Dyer in the fall and she stated that the Provost was going to put together a working group to look at the salaries, but he has not heard anything more on this. The Polytechnic campus is preparing to vote on a major change to the P&T document, and many are not comfortable voting on the document until they know what the situation is with salaries. Since these ranks were added, they have hired very few tenure-track faculty. Questions are arising regarding whether or not this is being used as a way to not have to pay for promotions.

Provost Mason indicated that individual colleges are not allowed to set up promotion salaries independent of the university as a whole. The 2015 Faculty Compensation Task Force made recommendations for salary increments for promotions for non-tenure track faculty. While this was discussed, no salary increases were associated with the promotions.

Ethan Erickson indicated that there are potential opportunities for Deans to use up to 10% of the funds available in Targeted Faculty Salary Enhancements for non-tenure track faculty. These funds would not, however, be used as salary connected to promotions.

➤ **Student Committee Member**

A question was raised regarding if Tendai Munyanyi will continue to serve as the student representative to this committee as he graduated in December. Charlie Barden will follow-up with Tendai.

❖ **Next Meeting: February 6, 2018 (Business Building 2123) at 3:45PM.**

❖ **Adjourn**

The meeting was adjourned at 4:36 p.m.