

**Kansas State University Faculty Senate  
Faculty Affairs Committee  
Minutes  
September 5, 2017**

**3:40 p.m. – Business Building 2138 (inside 2121)**

**Attendance:** Charlie Barden, Jason Bergtold, Amy Betz, MM Chengappa, Ethan Erickson, Scott Finkeldei, Troy Harding, Daniel Ireton, David Lehman, Mindy Markham, Brian Niehoff, Don Saucier, and Charlotte Self

❖ **Committee photograph**

❖ **Call to Order Faculty Affairs**

The Faculty Affairs Committee meeting was called to order at 3:47 p.m.

❖ **Introductions and welcome to all members**

❖ **Call to Order Faculty Affairs – David Lehman and Charles Barden (Co-Chairs)**

➤ **Role of the FA Committee**

Faculty Affairs deals with all issues regarding faculty, except for curriculum issues that are addressed by Academic Affairs. There are two subcommittees that report to Faculty Affairs, including the University Handbook and Policy Committee and the Faculty Salaries and Fringe Benefits Committee.

❖ **Approve Minutes**

➤ **May 16, 2017 Minutes (Attachment with draft minutes)**

A motion was made and seconded to approve the May 16<sup>th</sup> minutes. Motion approved.

❖ **Old Business**

➤ **Appoint representative to Faculty Handbook Committee**

At this time there were no faculty members willing to come forward to serve as the representative to this committee. David spoke with Daniel Ireton, who has accepted this responsibility to serve on the handbook committee.

❖ **New Business**

➤ **Discussion and possible vote on Section E, Sabbatical Leave**

The changes proposed came from the Provost's Office in order to provide additional clarification to address some situations that have come up in the past during sabbatical leaves, including not working full-time at another institution while on sabbatical leave or continuing to work on university committees, teaching from a distance, etc.

Discussion ensued regarding the proposed changes. A motion was made and seconded to approve the changes made to the Sabbatical Leave section of Section E of the University Handbook. Motion approved.

➤ **Review upcoming committee work on conflict resolution.**

Last week in the Faculty Senate Leadership Council meeting, concerns were raised regarding the ways in which conflict resolution is addressed at the university and this is something we will look into this year in Faculty Affairs.

Charlotte Self provided a report on employee relations and engagement cases that has gone through Human Capital Services. In FY15 there were a total of 79 cases, in FY16 there were 143, and in FY17 there were 199 cases reported by faculty and unclassified staff.

Questions were raised regarding whether or not all of these cases were resolved and if decisions can be appealed. It was recommended that additional data be provided on the different types of resolutions (e.g., termination, mediation services, etc.).

A question was raised regarding mediation services and Charlotte indicated that in addition to Mediation Services that is directed by Terrie McCants, the Employee Assistance Program also offers free mediation and there are conflict resolution options available through HCS.

Questions were raised regarding the “violence potential” category and what that entails. Charlotte indicated that this relates to issues when a person feels uncomfortable or threatened because they do not get along with someone.

A recommendation was made to collect data from other universities to serve as a comparison.

A question was raised regarding how people know which office to contact regarding issues (i.e., HCS, ombudspersons, mediation services, Office of Institutional Equity, etc.).

A recommendation was made for the different offices that are involved in dispute resolution (i.e., HCS, mediation services, ombudspersons, Office of Institutional Equity, etc.) to get together and come up with a standardized way of reporting their cases. It was also recommended that those entities get together to discuss reporting and other issues they have in common.

A recommendation was made for Employee Relations to also provide a report to Faculty Senate.

Another issue that was raised regarding conflict resolution is the lack of training for ombudspersons. This training would fall under Charlotte Self and she will work on this.

#### ❖ **From Committee Members**

**Follow up on TEVALs:** Jana Fallin is preparing an educational component on the Teaching and Learning Center website for instructors and students to help educate on the purpose and use of TEVALs. Jana and Brian Niehoff will present to department heads at an upcoming first Tuesday meeting regarding how to best use the data from the TEVAL.

Brian Niehoff indicated that someone found an article written by Don Hoyt in which he discusses how the TEVAL was normed. They are going to put this in PDF format and will put this information on the website for anyone to read. They are also working with the statistics department to see if the information from this article can be used to re-norm the TEVALs.

**Instructors’ Salaries:** At the last meeting in May, there were concerns regarding the instructors’ salaries. Brian Niehoff reported that in 2009 there were 128 instructors with an average salary of approximately \$45,000. In 2017 there were 177 instructors with an average salary of approximately \$50,000. Instructors saw a pay increase of 10% in this time period.

In this same time period, tenured and tenure track faculty saw an increase of 14% in salaries (Professors 15% increase, Associate Professors 12% increase, and Assistant Professors 21% increase).

**Student Organization Structural Changes:** A question was raised regarding the recent merger of OSAS and Panhellenic Council. Now all student organizations are to be either a department organization or an independent student organization. Faculty members serve as advisors to these student organizations. A question was raised regarding the new policy for independent organizations to not need an advisor. Faculty members are encouraged to call Heather Reed in the Office of Student Life as she is putting together a group of affected individuals to work through this. This came about because of recommendations to create legal separation between the university and independent student organizations. Independent student organizations register with the university, but they do not have any legal association with the university. If a faculty member is serving in an advising capacity for an independent student organization, the faculty member is doing so independent of the university. This change potentially creates issues for faculty members who are expected to serve in this capacity as a part of their directed service. Other questions were raised regarding liability issues for faculty who serve as advisors for independent

student organizations and for events that take place on the K-State campus. It was recommended that Heather Reed come in to Faculty Affairs to discuss this issue further.

❖ **Next Meeting: September 19, 2017 (Business Building 2138) at 3:45PM.**

❖ **Adjourn**

The meeting was adjourned at 4:55 p.m.