

**Kansas State University Faculty Senate
Faculty Affairs Committee
Minutes
September 19, 2017**

3:45 p.m. – Business Building 2138 (inside 2121)

Attendance: Jason Bergtold, Troy Harding, Daniel Ireton, David Lehman, Mindy Markham, Tendai Munyanyi, and Charlotte Self

❖ **Call to Order Faculty Affairs**

The Faculty Affairs Committee meeting was called to order at 3:46 p.m.

❖ **Approve Minutes**

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

A motion was made to amend the third paragraph on the second page regarding mediation options through HCS to read:

Employee Assistance Program also offers free mediation and there are conflict resolution options available through HCS.

Minutes were approved as amended.

❖ **Old Business**

➤ **Revisit discussion on Section E, Sabbatical Leave**

Additional discussion occurred at the FSLC meeting regarding this, and leadership indicated these changes could raise numerous questions from the Senate floor. Given that this is a change rather than a clarification of policy, FSLC advised that this be put forward to the October Faculty Senate agenda for a first reading to then be voted on in November.

A recommendation was made to have someone from the Provost's Office or Legal Counsel come to our next Faculty Affairs meeting to provide additional background on these changes and to answer questions.

❖ **New Business**

➤ **Review upcoming committee work on conflict resolution. What do we want to accomplish?**

It was discussed at the Executive Committee meeting that Faculty Affairs should look at the conflict resolution process at our university.

Discussion ensued regarding how mediation services, HCS, and ombuds work on our campus and how they communicate and collaborate. Questions were raised regarding how an individual knows who to call when they need assistance in resolving a dispute.

When "conflict" and "dispute" were entered into the K-State website search engine, "dispute" resulted in finding information on HCS dispute resolution, but "conflict" did not result in these findings. Key term optimization might be helpful in this.

A recommendation was made to make a one-page guide to help a person identify to whom he or she should go to for assistance for the particular given issue.

A recommendation was made to invite Terrie McCants, the ombudspersons, and Scott Jones to Faculty Affairs to discuss their views of the process at the university to learn more information on how we could help.

Charlotte Self indicated that she is working with these individuals to improve the system and make sure faculty and staff are aware of the services offered on campus.

❖ **From Committee Members**

Non-Tenure Track Faculty Ranks

Challenges with the non-tenure track faculty ranks were discussed, including lack of clarity regarding the process to apply for a new title or promotion and the lack of pay raises to coincide with promotions. A small portion of the Targeted Faculty Salary Enhancement Fund is designated to go toward salary enhancements for non-tenure track individuals. A recommendation was made to follow-up on this issue to investigate implementation issues, including pay and salary enhancements.

Diversity Overlay

A question was raised regarding how much input this committee could have over the faculty diversity overlay that has been raised. Discussion ensued regarding the two new diversity positions, and the goal is to have these positions filled by Spring 2018. A suggestion was made that FAC could discuss diversity and inclusion issues that relate to faculty and the campus.

FSCOT

FSCOT regularly needs to utilize Zoom, and their room is not Zoom compatible. We will change rooms with this committee, and we'll now meet in Business Building 2123.

❖ **Next Meeting: October 3, 2017 (Business Building 2123) at 3:45PM.**

❖ **Adjourn**

The meeting was adjourned at 4:45 p.m.