

**Kansas State University Faculty Senate
Faculty Affairs Committee Meeting
Minutes
February 19, 2019
3:30 p.m. – Business Building 4061
Joint meeting with Professional Staff Affairs**

❖ **Attendees:** Charlie Barden, Amy Betz, Mike Crow, Troy Harding, Neal Hubbell, Judy Hughey, Daniel Ireton, Annelise Nguyen, David Procter, Sara Rosenkranz, Charlotte Self, Joe Ugrin

❖ **Call meeting to order–Amy Betz (Co-Chair)**

Meeting called to order at 3:34.

February 5 minutes - Approved

❖ **Introductions, including guests Jay Stephens, Vice President of HCS and Gary Leitnaker, Director of Labor Relations of HCS. Discuss:**

- **Presentation of the Issues**
 - Term faculty cannot serve on or vote for faculty senate
 - Term faculty do not receive dependent tuition assistance benefits
 - Lack of consistency at departmental level regarding rights for term employees
 - No clear path to become a regular employee
- **Review Data and Examples**
 - Term employees are growing (1,300 full time term employees)
 - 1,100 term employees have been at K-State more than two years
 - 250 are extension
 - ~400 are instructors, teaching professors, advisors
 - Examples of inequities in departments
 - Example policy from Stony Brook University (see attached)
- **Clarification and/or research needed by HCS**
 - What are the barriers for hiring regular appointments
 - Waiver policy
 - Specific policy for term to regular appointments

- Discussion brought to Jay Stephens and Gary Leitnaker areas of concern related to Term appointments; in general lack of inconsistency with rights for term employees; such as: several cannot serve on constitutional appointment; inequity of benefits such as no dependent tuition assistance; some colleges they are prevented from voting on departmental issues. Example of inequities in the department, two employees within the same department working in the same office with similar type of responsibilities, one employee on a term appointment whereas the other employee is in a regular position.
 - Term employees are growing (1,300 full time term employees)
 - This data needs to be broke down into what areas these people are in
 - Need to look at those that have been here at least 5 years or 7 years
 - Have a spreadsheet that can look a lot of these items, but it doesn't show how they are funded
- Jay –revenue stream and needs differs from various departments and/or colleges which can dictate how they manage their budget.
- Amy - reviewed the data. About 400 people should be directed funded by teaching dollars. Growing concern on hiring decision. Jay - decision made at department level, the appointment type is based on funding availability.
- PSA member - appears to be inequities across campus. For instance, mechanism for term employee moving into regular appointment without recruitment.

- Jay – Tuition Assistance cost – the university spends about 1.9 million overall for tuition assistance.
- FA member - Provost asked Faculty Affairs committee to create a draft policy to move term employees to regular positions. Amy - distributed policy from Stony Brook University and KSU Waiver policy.
- David - the Provost supports evaluating term employees status to determine if at some point in their employment cycle it should lead to regular status not necessarily, however, an automatic transition.
- Lynn – should be mindful if an office is 100% grant funded, but having procedures in place to transition from term appointment to regular appointment for instance 5 years transitioning plan. Jay – caution to ensure the procedures doesn't create inequity.
- Lynn and David – The Provost comment, policy needs to address dependent tuition assistance and appropriate time period to remain on term position. How to get procedures around setting expectation if on term position is applying for regular positions. Lynn encouraged the committees to invite Ethan Erickson, Assistant Vice President Budget Planning to discuss the impact on budget from this proposal.
- Amy – recruitment efforts term employees applying for their position when it is converted into a regular position. There is a tremendous effort, time, and resources spent unnecessarily; whereas spending efforts looking at value of retaining people as a net profit.
- FA questions - would there be a reason to have two separate policy unclassified versus faculty. Jay most of the time in favor of fewer policies, would be helpful to talk to Ethan, have to consider what is the funding sources for these positions.
- Charlie – university policy section C10 term employees are not eligible to attend or vote at departmental faculty meetings. Should be easy fix, to strike that line. Joe – furthermore university handbook section C12 term appointments are not eligible to vote on matters of tenure or promotion for tenure-track faculty. Term employees at times feel they have no voice.
- Gary- tuition assistant is actual money paid. KU doesn't offer dependent tuition assistance dollars for dependent. Gary will work on funding source and will work with Jay and Ethan.
- Lynn – the university has significant financial challenges, would be helpful to have data who are on term and where, how departments are making decision what they hire term versus regular. Number of positions department is trying to get the work done. Need periodic review who is on term position. Recommend Ethan discuss with the committees about the new budget model.
- Jay- will pull data and where employees are house, time frame on the positions, don't have how they being paid, and funding sources.
- Discussion - departments having challenges hiring term employees. Some employees do not understand what type of positions they are being hired into. Judy – would be helpful to clarify value of employees whether term or regular. Amy – moving forward need to review what procedure to put in place moving from term vs regular.
- Jay – will look at other peer institutions. Amy – recommend reviewing New York which as exact model unclassified/classified system, also recommend talking to Ethan. Jay- will research and report back different policies and processes from other universities. Jay – will visit with Ethan to breakdown tuition waiver cost.

Goal for Term Positions

1. Create a path to move from term to regular position;
2. Explore benefits, determine dependent tuition assistance benefits;
3. Voting in departmental committees – should be decided with department level when they can vote.

How do we move forward?

- Task force to review the Stony Brook policy, need to look at other examples from other institutions – only have few states have a similar 3 tier models to our USS, Unclassified Staff, Unclassified Faculty – look at how other State of Kansas Institutions handle this
- Need to get budget information from Ethan Erickson
- HCS will look at non-tenure positions, where they are, how long, and funding sources
- Another joint meeting – April 2, 2019 (first Tuesday in April) – 3:30 pm – room TBD – invite Ethan to meeting

❖ **Next Faculty Affairs Meeting: March 19, 2019, 3:45 pm, in Union 205.**

❖ **Adjourn** - Meeting was adjourned at 5:05 p.m.