

**Kansas State University Faculty Senate
Faculty Affairs Committee
MINUTES
May 21, 2019**

3:30 p.m. – Student Union 205

Attendees: Mike Crow, Daniel Ireton, Sara Rosenkranz, Joe Ugrin, Charlotte Self, Don Saucier, Kim Charland, Jenny Borman, David Procter, Michael Oetken,

❖ **Call meeting to Order Faculty Affairs – Don Saucier Co-Chair**

Meeting called to order at 3:35 p.m.

❖ **Introductions of committee members**

❖ **Approve Minutes**

- May 7, 2019 Minutes approved

❖ **Old Business**

- Status of extending dependent tuition support to term employees. Should we apply as a strategic enhancement proposal?

Discussion – this should be a part of the budget model. The committee is waiting on Human Capital Services to provide additional information. The committee agreed between now and September to gather data for further dialog.

❖ **New Business**

- Negative impacts of new budget model (per capita “tax” for research and teaching faculty)

Discussion – Concerns or thoughts - there are faculty on different tenths; such as adjunct faculty. Teaching online courses is highly variable across campus. There is concern reducing part time faculty that full time course load will get heavier or some sections do not get filled. Not sure if new budget model includes graduate assistants, with call backs, are savings taking away from graduate assistance. Will phased retirements get approved with this model. The Provost website has talking points of items that have already been discussed. Encourage everyone to continue to ask questions and to review the Provost’s website. Committee recommendation is to outline a list of topics for the President/Provost to address when leadership meets with them. Another recommendation is to invite one of the budget model committee members. It was recommended to invite Professor Higgins.

❖ **From Committee Members**

Discussion – what items does the committee want to address next year?

- Term Employees - Continue dialog regarding term employees; benefits related to tuition assistance; term employees having a voice on faculty senate and voting in colleges and consider length of time to run for senate and vote in meetings; term employees phasing into regular appointment; funding term employees length of service; changing language in the handbook.
- Handbook – determine if items in the handbook that are updated that needs to be cleaned up.
 - Sections C, K, and J

- Excused absence with students – Committee having dialog on mandating some absences are excused; look at advance notices if needing to be absent.
- Unintended consequences separating from the university - for instance, handbook if formal resignation the department determine certain amount of benefits, otherwise get penalized if separate unamicably. Spell out detail at the university when separating, some positions may get benefits right away.
- Sabbatical policy review - how faculty been informed of their rights. How they get handed out should get reviewed.
- Salary equity - some colleges get extra money by teaching Global campus students.
- TVALS - look at trends, best practices and guidance with partnering with Teaching Learning Center; maybe budget model may be helpful if there is an incentive to do a better job teaching, discuss pros and cons.

➤ **Next meeting of 2019-20 Faculty Affairs Committee**

September 3, at 3:30pm. Location will be confirmed at a later date.

❖ **Adjourn**
4:45 p.m.