

**Kansas State University Faculty Senate
Faculty Affairs Committee
Minutes
September 18, 2018**

3:45 p.m. – Business Building 3082

Attendees: Charlie Barden, Amy Betz, Jason Bergtold, Mike Crow, Troy Harding, Judy Hughey, Daniel Ireton, Neal Hubbell, Don Saucier, Joe Ugrin, Sara Rosenkranz

- September 4, 2018 Minutes (Attachment with draft minutes)
 - Approved unanimously

❖ **Old Business**

- Review Section G Research (note section 54 on Confidential and Sensitive Research has been deleted), update from Handbook Committee
 - Committee has been empowered to explore cutting language that does not speak directly to policy. Charlie will speak to Beth Montelone about how broad cutting with respect to Section G will be received, and the time sensitive nature of the edits.
 - Neal Hubbell spoke to the seeming discipline specific nature in reference to ag research centers – should there be less discipline specific language.
 - Judy Hughey noted that while we have faculty control over the handbook, but not the PPM per se or other documents
 - Amy Betz will contact Cheryl Doerr about G.55 regarding environmental health and safety
- Develop list of questions and concerns to provide Kelli Farris for the CSI.
 - Don Saucier recommended that CSI get some professional assistance with development of a far better survey implementation
 - Charlie Barden would like to see CSI reach out to those student groups that went “underground” with the changeover and get feedback from those faculty advisors and students if possible
 - Amy Betz countered that, while institutionally students will adapt to the new paradigm, faculty will be far less likely to do so.
 - Skepticism expressed about this model being the norm at other universities, as expressed by Kelli Farris.
 - What universities is this model patterned after?
 - Can ISO’s get university funds through student government? This is unclear
 - How is the use of university facilities by an ISO not covered, particularly if an advisor meets with them during regular work hours?
 - Was the drive toward DSO as a model born of a desire for funding to emerge from the department itself?
 - Can ISO’s count toward a service component in terms of tenure/promotion and evaluation? Is that a departmental decision? Need clarification here so that departments can make informed decisions

❖ **New Business**

- Review issues we want to address this year.
- Dependents Tuition Assistance for Term Appointments
 - Some employees have been on term appointments for an extended period, some for decades.
 - Amy Betz consulted with Brian Niehoff, and that this issue of term vs. regular appointments is a Dean level decision
 - How can someone on a term appointment meet requirements for research? Requires a better mechanism for moving individuals from term to regular

- Sara Rosenkranz noted that individuals in Human Ecology have had difficulty with this transition from term to regular.
- Some of this difficulty can be around whether these appointments are grant funded or a hardline position that the individual occupies
- The impetus here is not to fight the term appointment system but to find ways to support extending this benefit to term appointments
- Part of the difficulty seems to center on bookkeeping matters
- How will the new budget model effect these matters? How does financial aid?
- Funding Salary Incentive Benefits: funding salary for non-tenured faculty ranks, such as teaching (instructor) and research type positions; salary structure for non-tenured faculty ranks
 - Currently no guaranteed money to incentivize an increase in rank for non-tenured faculty
 - Should this not be part of the budgeting model for units using these positions?
- New budgetary model such as SRO, Grants, etc.
 - If this money is pooled, this will eliminate much of the incentive to pursue grants
 - Colleges bringing in significant grant dollars may see a significant decrease
 - Our role may be to keep a close eye on how this model starts to play out
 - Jason Bergtold brought up that with the model as it stands will kill extension, as has happened at other universities and other states
 - Happened in both Virginia and Alabama
 - Troy Harding brought up that at the Polytechnic Campus, all of the grounds, libraries, IT, etc – it's a separately functioning campus that shouldn't have its monies pooled, as this would be purely punitive
 - Libraries have largely suffered with universities that have adopted this budget model, mostly due to lack of foresight in budgeting the increasing costs of journal subscriptions due to inflation
 - How much does this effect our 2025 plan?
 - What is mission critical?

❖ From Committee Members

- 9 month contracts end May 11, but finals are the next week. Not seeing this as an issue to pursue.

❖ Adjourn

- The meeting was adjourned at 5:50 p.m.