

**Kansas State University Faculty Senate
Faculty Affairs Committee
Minutes
October 2, 2018**

3:45 p.m. – Business Building 3082

Attendees: Charlie Barden, Jason Bergtold, Mike Crow, Scott Finkeldei, Troy Harding, Neal Hubbell, Annelise Nguyen, Sara Rosenkranz, Don Saucier, Charlotte Self, Joe Ugrin,

❖ **Call to Order Faculty Affairs**

The Faculty Affairs Committee meeting was called to order at 3:44 p.m.

❖ **Approve Minutes**

➤ **September 18, 2018 Minutes**

A motion and seconded to amend the minutes to include adjournment at 4:55 p.m. Minutes were approved as amended.

❖ **Old Business**

➤ **Review Section G Research (note section 54 on Confidential and Sensitive Research has been deleted), update from Handbook Committee**

Charlie stated he had not received feedback from the handbook committee. The question was raised regarding protocol appointed on the Handbook Committee. Charlie stated the committee members are appointed from each caucus.

➤ **A list of questions and concerns were submitted to Kelli Farris for the CSI**

Charlie submitted the following questions to Kelli. There were no additional questions or concerns raised by the committee.

- 1) We would like to see survey input sought from the groups that did not register (went underground) last year. This could be done by contacting the advisors of groups that did not register.
- 2) We recommend getting professional survey-making assistance since this survey will be influencing university policy. Several departments on campus develop rigorous, unbiased surveys.
- 3) ISO Liability- When ISO's use university facilities, what is the shared liability?
- 4) Most faculty annual evaluation and promotion and tenure documents include a sizeable portion for service. Can advising an ISO serve as that service work?
- 5) We hope CSI realizes it is faculty advisors who do the most to keep groups going from year to year, as students leave. Faculty are feeling a lack of university support for this important job of advising student organizations, both DSO and ISO.
- 6) Can CSI broker a liability policy for ISO advisors (or their organizations) to purchase? Instead of each advisor trying to set this up with their own insurance agent?
- 7) What universities was this modeled after, the idea to split the student groups as either DSO or ISO? And having the university "wash their hands" of the ISO's?

❖ **New Business**

➤ **Received Faculty Salaries Report**

Charlie – Faculty Senate needs approval that Faculty Affairs received the faculty salary report.

Discussion - Neal – FY18 salary on table 5 increased to 4.7%. What has changed since FY17 to FY18?

Committee discussion - Salary increases last few years overall did not go up. Jason – lack of salary increases creates retention issues for current faculty who are below the salary threshold. To hire above the salary threshold helps K-State be competitive with faculty hires. Hiring new faculty above the salary threshold creates compression with current faculty and overall low morale. Discussion – on page 4, table 5 what was the salary being compared to. Neal – it appears it is based on Consumer Price Index (CPI). Neal – how does peer institution get determined? Charlie- by the Board of Regents. Annelise - is the information on table 2 useful for a future plan and where do we inspire to be? Joe – the Provost stated no resources for salary increases. Neal - are faculty leaving because of salary? Discussion – it appears in some colleges that is the case. Don – K-State is doing a better job of hiring above salary threshold, but not better job with current faculty salaries. Perception appears K-State seems to be stepping stone for new faculty hires.

Charlotte – would it be helpful to have data trend report why faculty is leaving K-State? The committee agreed, Charlotte will ask HCS to compile a report that shows resignation trends from last 10 years; colleges, titles, length of employment. The report can show salary comparison with vacant position vs new hire.

Discussion – it is not a challenge of having a good applicant pool, the challenge for some faculty positions hiring top talent due to salary. Neal – some colleges suffers getting top talent due to rural Kansas area. There seems to be a disconnect with administration regarding the “Family” message related to faculty and staff. The students resonate to “Family” message. The “Family” phrase gets overused and a lot of faculty and staff do not consider K-State as being “family”.

Discussion – the salary information in the Mercury newspaper. It does not appear the salary is a base salary which is misleading. The higher amount appears as if total compensation is being used rather than the base salary. Charlotte will get confirmation on what is being used in the Mercury. Discussion if the Faculty Salary report should be published in the Mercury when they post the University’s salary. There is no narrative and therefore it appears as if the faculty’s salary is lucrative.

Mike motion and Troy seconded that Faculty Affairs received the Faculty Salaries Report. Approved unanimously.

➤ **Review issues we want to address this year.**

No discussion.

➤ **Dependents Tuition Assistance for Term Appointments**

Charlotte – Amanda McDiffett, Director Benefits stated this topic has come up several times before. Faculty Senate tried to push this change through the Faculty Salaries and Fringe Benefits committee several years before. It would be helpful to look at the conversations they have had in the past and it has been my understanding this topic has never moved out of the discussion process for faculty senate. In theory, K-State would have to be able to fund this. The budget office would need to have the funds available to add to the eligible population at K-State.

➤ **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**

No discussion

➤ **New budgetary model such as SRO, Grants, etc.**

Charlie – has department presented shadow year to faculty? Discussion – one has, but other departments have not. There has been no discussion on SRO, currently, it is by each college.

❖ **From Committee Members**

➤ **Spring Semester there are no rooms available in the College of Business Building.**

The committee prefers to meet in the Union if there is no availability within the College of Business. Charlie will make reservations with the Student Union for spring semester meetings.

❖ **Adjourn**

Jason motion and Annelise second to adjourn the meeting. The meeting was adjourned at 4:57 p.m. Unanimously approved.

❖ **Next Meeting: October 16, 2018, 3:45 pm, Business Building 3082**