

**Kansas State University Faculty Senate  
Faculty Affairs Committee  
Minutes  
October 16, 2018**

**3:45 p.m. – Business Building 3082**

**Attendees:** Joshua Arnoldy, Jason Bergtold, Amy Betz, Scott Finkeldei, Troy Harding, Judy Hughey, Daniel Ireton, Neal Hubbell, David Procter, Sara Rosenkranz, Don Saucier, Joe Ugrin

❖ **Call to Order Faculty Affairs**

The Faculty Affairs Committee meeting was called to order at 3:45 p.m.

❖ **Approve Minutes**

➤ **October 2, 2018 Minutes**

Minutes were approved.

❖ **Old Business**

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

-Handbook committee (Dan Ireton) provided updates to section G.

-Some additional discussion on: 1) G70 to include clause to make it clear that funding for publication support will be as available. 2) G2 was teaching faculty specific, language was changed to “adjusting teaching loads and other dedicated responsibilities”

-Vote was tabled until next meeting. Amy will provide handbook committee on clarification for the inclusion of EHS information **(Update: EHS should not be included section G is ready for vote on 11/6)**

➤ **Reviewed responses from questions submitted to Kelli Farris for the CSI**

-Kelli had requested that we try to be as specific as possible in follow up question

-Scott Finkeldei interacts with Kelli on a regular basis. Scott volunteered to help hone the language of our follow-up questions to Kelli

-Questions remained about the co-sponsorship form, the entire committee did not receive the attachment

➤ **Salary Competitiveness**

-Data on salary competitiveness has not yet been received.

-Don mentioned that additional data may be collected to better understand resignations. Particularly those that officially retire from K-State but continue to work elsewhere, those whom want to leave but have not, and those actively disengaged from the workplace.

-Need to review Climate Survey Data to determine if this information is in the last climate survey or may need to be included in future surveys.

-Scott mentioned that IT has a retention specialist.

❖ **New Business**

➤ **Dependents Tuition Assistance for Term Appointments**

-Faculty Salary and Fringe Benefits Committee has looked at this issue before. FSFB is going to look at updating their previous report to include a length of time to become vested before term employees could use this benefit. The intention is that the benefit could be used as retention mechanism and would therefore be a cost reducer.

-Judy mentioned that the employee tuition assistance is more valuable for the retention of professional staff.

-Jason mentioned that the ability to officially audit a course is not obvious and could be of benefit to staff and faculty.

- **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**

Amy Betz has requested the last Faculty Compensation Report from members of the task force.

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

No discussion.

### **Adjourn**

The meeting was adjourned at 4:50 p.m.

- ❖ **Next Meeting: November 6, 2018, 3:45 pm, Business Building 3082**