

**Kansas State University Faculty Senate
Faculty Affairs Committee
Minutes
November 6, 2018**

3:45 p.m. – Business Building 3082

Attendees: Amy Betz, Scott Finkeldei, Troy Harding, Judy Hughey, Daniel Ireton, Neal Hubbell, Annelise Nguyen, Sara Rosenkranz, Don Saucier, Charlotte Self, Joe Ugrin

❖ **Call to Order Faculty Affairs –Amy Betz (Co-Chair)**

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

❖ **Approve Minutes of October 16, 2018**

Amy Betz motion and Don Saucier seconded to accept the minutes. Approved unanimously.

❖ **Old Business**

- Review Section G Research (note section 54 on Confidential and Sensitive Research has been deleted), review comments and edits from Handbook Committee.
Daniel - stated on the Kansas Agricultural experiment Station report (G30, 36, 40) whether or not that is still being published annual. Amy - yes it is and suggested eliminating the wording 'bi-annually' and keep the remainder of the language. Don - is the deposit university archives needed to maintain in the handbook. Judy – should it go into the policies and procedures manual PPM. Daniel – need to consider whether it is more appropriately placed in the PPM versus handbook.

Scott Finkeldei motion to remove the Deposit University Archives from the handbook and place in the policies and procedures manual. Judy Hughey seconded the motion. Approved unanimously.

Amy Betz motion to accept the amended changes to Section G of the University Handbook. Scott Finkeldei seconded the motion. Approved unanimously.

- Salary Competitiveness: Charlotte will ask HCS to compile a report that shows resignation trends from last 10 years; colleges, titles, length of employment.
Charlotte – HCS has not had an opportunity to produce the report, but will verify if we can have the report before the next meeting.

Amy – has there been a response back from Kelly. Scott - no. Amy - Faculty leadership thinks it may be time to take up to higher level regarding accounting policy and rules.

❖ **New Business**

- Broader investigation of term vs. regular appointment
Amy – it will be best if Faculty Affairs work with the Professional Staff Affairs (PSA) and Human Capital Services (HCS) to update policy regarding term vs. regular appointments. The Provost asked for the committee to work on the C11 section. Amy - the Provost at his previous institution, term appointments employees were on only 5 years versus. Discussion: Consider modifying the language in this section. Have joint meeting with PSA, HCS and FA at the January meeting. Judy - during faculty meeting or assembly meeting is there a time when employees on term appointments cannot vote and if there was an issue with this. Neal – within his college, no hard and fast rule, in most cases they are allowed to vote except for tenure process. Neal - hate to get in position what they can or cannot vote on. Amy -

consider to allow colleges determine who can vote change and what language should be in the handbook. Open meetings everyone is allowed to attend meetings. Joe - if ask research faculty and/or administration who controls the vote, there may be some conflict to give that up. Amy – it appears this has been in the handbook a long time. Nothing that prohibits non tenured faculty on regular appointments to vote.

- Update handbook, section C.10 to allow Colleges more flexibility for rights and responsibilities of term appointments

Amy distributed section C10 and 11. C10 discussion: Faculty Senate discussion, numerous employees are voting at meetings varies greatly across the university. Issue some folks have been told no longer able to vote. Faculty Senate want the Faculty Affairs committee to revise this. A large amount of instructors are on recurring dollars. Two version of term appointments. Term Temporary less than full year few recurring on this type of appointment, Term and regular are recurring year after year. Neal – should we consider to offer to leave it to the department full participation in voting? What about the 2nd part of the sentence, do we have employees in the senate that are not faculty or PSA? Amy yes. Troy - can see why they can't be on senate if there is no employment security issue. Amy – FA was only charged with reviewing the first part of section C10.

Dan –should we consider removing some part of the statement to leave it up to the college level? Amy - the Provost directly asked to revise this statement. Come up with policy to update C11 more clear policy when term appointment can be used. We may want to consider adding: after 5 years in term contract had to be reevaluated and slowly move to regular appointment after 10 years automatically moved to regular position.

Scott - concern if having to apply for position. Charlotte – will verify with HCS.

PSA has also expressed concern with transition from term to regular appointment. Scott - not consistent or logical decision on term and/or regular. Scott - in certain discipline it makes sense to hire on term. Neal - some employees move from one position to another, they have a year to look for employment. Scott IT put some folks on term appointment depending on project.

Amy - will review PPM to determine which policy apply and then determine. Everyone should think about it how it will affect their department. C10 eliminate phrase only use first six words. Daniel - overuse of term appointments the phrase C10 will affect that. Amy - look at C10 next meeting and C11. She will share with professional staff. Daniel - need to look at PPM waiving requirement for search. Charlotte – will verify with HCS.

- Future 2018 meetings
 - No meetings will be held on November 20 and December 18
 - January 22 meeting will be a joint meeting with Professional Staff Affairs committee to discuss term vs regular appointments
- Update on dependent-tuition-assistance for term employees

The Provost is interested in changing the model with how it is being used, might not have to come up with real dollars to fund. Faculty Senate is moving forward with this discussion.

- Section K edits from the committee
 - Daniel – the Handbook committee reviewed section K. The handbook committee made several edits and cuts not addressing actual policy. For instance, student union statement is not a policy. Working on Section J. Judy - to what extent do we want to think about rewording the role of the handbook. Daniel - we have the authority to make recommendations to Faculty Senate. This meeting is considered the first reading of these chapters. The next meeting we will review the policy.

❖ **From Committee Members**

No report.

❖ **Next Meeting: December 4, 2018, 3:45 pm, Business Building 3082.**

❖ **Adjourn**

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