

**Kansas State University Faculty Senate
Faculty Affairs Committee
Minutes
January 21, 2020**

3:30 p.m. – Business Building, room 2047

Attendance: Jennifer Bormann, Kim Charland, Mike Crow, Daniel Ireton (joined @3:41), Annelise Nguyen, David Procter, Sara Rosenkranz, Don Saucier, Vicki Sherbert, Michael Oetken, Neal Hubbell

❖ **Call to Order Faculty Affairs – Don Saucier and Annelise Nguyen Co-Chairs**

Meeting called to order at 3:30

❖ **Approve Minutes**

- Minutes of December 12, 2019 approved

❖ **Old and Continuing Business**

- Salaries and Fringe Benefits - Michael reported that next topic is on tuition assisting benefit, possibly with 3-year employment for eligibility
- Still need a volunteer to serve as ad-hoc member in assisting FSCOT with the Union and Follet implementation
- Academic Affairs has the current version of the Proposed University Excused Absence Policy. Joint meeting will take place on February 4th.
 - Issues/questions raised at Academic Affairs:
 - Are DSOs and ISOs treated differently? Is a DSO, sponsored by a department on campus, an “academic unit”? Is attending a national Block and Bridle conference excused? Block and Bridle is a DSO, so does that qualify as attending a professional conference as a representative of the university, since the club is sponsored by an academic unit? Or a cheerleader who misses class to compete in a national cheerleading competition excused? (I’m not 100% certain, but I think the cheer squad is an ISO because athletics cannot sponsor a DSO.) What about the student who qualifies for the national volleyball tournament through the volleyball club, which is an ISO? They’re participating as a representative of the university, but not through the Department of Intercollegiate Athletics or any academic unit on campus. The last group of bullet points says “independent club activities” are at instructor’s discretion, but I’m not entirely sure what that includes.

❖ **New Business**

- Tenure & Promotion Review Updates
 - More discussion on the idea of replacing Deans’ Council
- Department Head vs. Department Chair in Handbook
 - No update
- Promotion and Tenure Document Sections for Community Engagement and Societal Benefit
 - Annual evaluation and P & T document do not align with each other. How to incorporate and reflect annual evaluation in P & T document?
 - Using engagement (e.g., external community engagement as well as internal service engagement) as a more explicit and larger component of P&T processes and documents
 - Possible revision to University Mission Statement to make it more explicit that this is something that the University values
 - Discussed on each bullet of the E-conversation between President Gonzalez and an interested faculty member
 - relationship of annual review feedback and its utility in the P & T process

- How are eBooks assessed and/or evaluated in the P & T process?
- How are faculty who teach in multiple academic areas fairly evaluated across those academic sub disciplines?
- Across all four campuses, there are too few Faculty of Color being promoted to Full professor.
- How such matters as journal acceptance rate and journal excellence weigh into the P & T decisions.
- Those e-journals that assess a fee to the author for publication, what does it have to do with P & T evaluations?

❖ **From Committee Members**

- Ask Charlotte on the statistic of faculty promotion.

❖ **Adjourn at 5:01 p.m.**

❖ **Next meeting: February 4th at 3:30PM**