

**Kansas State University Faculty Senate
Faculty Affairs Committee
Minutes
September 3, 2019**

3:30 p.m. – Business Building, room 3042

Attendees: Jenny Bormann, Daniel Ireton, Don Saucier, Annelise Nguyen, Vicki Sherbert, Sara Rosenkranz, Charlotte Self, Steve Warren, Nathan Bothwell, Kim Charland, David Procter, Michael Oetken, Neal Hubbell, Michael Crow

❖ **Call to Order Faculty Affairs**

Don Saucier and Annelise Nguyen called the meeting to order at 3:30 p.m.

❖ **Overview of committee work / purview of things handled**

- **Subcommittees of FAC are – University Handbook and Policy and Salaries and Fringe Benefits**

❖ **Approve Minutes**

- **May 21, 2019 Minutes approved**

❖ **Old Business**

- **Status of extending dependent tuition support to term employees. Should we apply as a strategic enhancement proposal?**

Provost Tabor charge for term employees:

- If have funding, create a path to move employees from term to regular position if employee has worked up to 5 years;
- Determine tuition assistance benefits;
- Voting in departmental committees and meetings.

Discussion: It would be helpful to capture funding to support employee tuition assistance for their dependent. Term employees are not a budgeted position. Regular appointments are funded through state dollars. Term appointments are generally funded using soft money. There is less job security in term positions, no protection. Should be fair treatment with benefit, try to balance equity. Administrators view tuition assistance as a real cost. May want to consider some sort of waiver to balance student ratio in most cases. In new funding model, seats counts. Need to review potential costs and determine how many folks this includes. Is this something the committee want to push. Need to consider tuition enhancement proposal to capture the costs to capture how much funding is needed. Proposal would be a short term fix. Not a sustainable option.

Next steps: Co-chairs will ask the Vice President of Human Capital Services for data.

➤ **Teval discussion (review discussion from May FS meeting)**

The video SGA created was a good product, it didn't however, point out the value of the Teval. The video was should be rolled out this semester. It would be helpful to have faculty and students support. Someone needs to review for potential biases concerns in the video. Teval should not be the only mechanism to evaluate.

➤ **Negative impacts of new budget model (per capita "tax" for research and teaching faculty), see email excerpt**

Concerns adjunct faculty are being taxed. The committee will continue conversation on this subject.

➤ **Revision to Sections C10-C11 – Faculty and Term appointments**

The Provost had questions why the revision with no notations in this section. Provost not clear why the language was removed. He is asking for clear verifications in the handbook. Handbook does not have language why voting differences across campus. Who determine relevance of voting. Need to make a decision who is relevant. It may be a challenge coming up with language interpretation that the Provost support. Should all faculty have equal voting rights.

❖ **New Business**

➤ **Proposed addition to University Handbook, Section D90.8 – parental leave benefit**

Faculty was charged with crafting language for the handbook.

“The paid parental leave benefit, PPM Chapter (specific chapter number TBD) may be used in conjunction with the above modified instructional duties for faculty. Any questions regarding the paid parental leave benefit can be directed to Human Capital Service, (785) 532-6277.”

Motion and seconded to approve the new language in the handbook. Motion approved.

➤ **FAC Representative to serve on subcommittee: Salaries and Fringe Benefits (Amy Betz is chairing this year)**

No volunteer for this committee. Will keep on the agenda.

➤ **Invitation to attend FSCOT on October for those interested in a demo from Follett**

Follett is an outsourced book management system for students. Important faculty be in attendance. Follett would like faculty input to improve services. The meeting will be held 1st Tuesday in October.

❖ **Adjourn**

Meeting adjourned at 4:45 p.m.

❖ **Next meeting: September 17, 3:30 pm, 3042 Business Building**