

**Kansas State University Faculty Senate  
Faculty Affairs Committee  
Minutes  
September 17<sup>th</sup>, 2019**

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

- ❖ **Attendees:** Jenny Bormann, Nathan Bothwell, Kim Charland, Michael Crow, Neal Hubbell, Elizabeth Kiss, Annelise Nguyen, Michael Oetken, David Procter, Don Saucier, Vicki Sherbert, Charlotte Self, Steve Warren
- ❖ **Don Saucier and Annelise Nguyen Co-Chairs called the meeting to order at 3:30 pm**
- ❖ **Overview of committee work / purview of things handled**
  - **Subcommittees of FAC are – University Handbook and Policy and Salaries and Fringe Benefits**
- ❖ **Approve Minutes**
  - September 3, 2019 Minutes.
  - Under Old Business: Status of extending dependent tuition support to term employees. Should we apply as a strategic enhancement proposal? Motion, seconded and approve to change sentence from
- ❖ **Old Business**
  - Status of extending dependent tuition support to term employees. Should we apply as a strategic enhancement proposal? FSLC is exploring this.

No update.

- Term versus Regular Employees – background provided in February 19<sup>th</sup> minutes (see email attachment)

Discussion: The committee will continue to have conversations with Jay Stephens and other entities such as PSA. Need to have some exploration with the budget enhancement. There is still uncertainties with the differences between Term versus Regular contracts. Need some clarification with the following:

- Where the majority of term positions are located.
  - What is the difference between regular full time versus term full time appointments?
  - What specific benefits for each appointments?
  - Concern employees are not aware of their status related to regular versus term appointments.
- TEVAL discussion (video to use when administering, best practices)
- TLC has to provide feedback to SGA to add language letting students know the value of TEVAL. Departments should know what is in the TEVAL.

Discussion: Faculty are evaluated in a number of areas such as research, teaching, service. The TEVAL is not a faculty evaluation, whereas it appears it is used as a customer service evaluation tool. Teaching and Learning

Center's goal is to educate the importance of TEVAL. There may be issues in mandating that all TEVALs are conducted online. Concerns if all TVALS are online: may not be unanimous amongst students and faculty; students may feel online may not be confidential; there may be a reduction of response rate if all on line versus submitting paper version. Faculty who are affected by the TEVAL should be able to voice their opinions. TVALS for smaller classes can be problematic to analyze if some students do not turn in their TEVAL. Teaching awards are evaluated by comments in the TEVAL. It could be counted against you particularly in smaller class size if students are interested or not in the class. Major issue is how P/T is assess by TEVALS. Need actionable item to move forward with recommendations.

- Negative impacts of new budget model  
Lack of specific inclusion of research credit for research.
- FAC Representative to serve on subcommittee: Salaries and Fringe Benefits (Amy Betz is chairing this year)  
Charge, need to determine what specific benefits term appointments have versus regular appointments. There is a meeting on October 4. Michael Oetken agreed to serve on the subcommittee.
- Invitation to attend FSCOT on October for those interested in a demo from Follett  
Follett will be presenting their concept. Meeting will be held on October 1<sup>st</sup> at 3:30, 2046 College of Business. Encourage committee members to attend.

#### ❖ **New Business**

- Proposed Revisions to University Handbook Section C6 (see email attachment)  
Discussion: Need clarification what student organizations are university affiliated versus independent. A lot of faculty are advisors but may not necessarily advise student organizations not in their field so they may not get service credit. May need to consider including organization not affiliated with the university in the handbook. Need to define the difference between ISO vs DSO. For student organizations to get registered, they need to have an advisor sign off on the form. Discussion related to Handbook versus PPM. The handbook is the shared governance piece.

Motion approve the changes as written, seconded. Motion carries. Approve.

- Proposed Revisions to University Handbook, Section B: University Structure (see email attachment)  
The university had many changes with its reporting structure and title changes. Need to validate the changes before the committee can make recommended modifications to this section of the handbook.

#### ❖ **From Committee Members**

No report

#### ❖ **Adjourn**

4:50 pm

#### ❖ **Next meeting: October 1<sup>st</sup>, 3:30 pm, 3042 Business Building**