

**Kansas State University Faculty Senate
Faculty Affairs Committee
Minutes
December 17th, 2019**

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

Attendance: Jennifer Bormann (left @4:22), Kim Charland (left @3:49), Mike Crow, Daniel Ireton (left @4:24), Annelise Nguyen, David Procter, Sara Rosenkranz (left @4:40), Don Saucier, Vicki Sherbert

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

Meeting called to order at 3:30

❖ **Approve Minutes**

- Minutes of November 19, 2019 approved

Announcement: no January 7th meeting.

❖ **Old and Continuing Business**

- FAC Representative serving on subcommittee: Salaries and Fringe Benefits - no report
- Approved Revisions to University Handbook Section B and it has posted on the website
- Ad-hoc member to assist FSCOT with the Union and Follet implementation [one or two volunteers are still needed]
- Handbook vs. PPM vs. Provost's website
- Academic Affairs has the current version of the Proposed University Excused Absence Policy. We will have a joint meeting in January.

❖ **New Business**

- Tenure & Promotion Review Updates
 - There was a discussion on replacing the Deans' Council with a faculty-comprised University committee as the last review step on T&P process.
 - Each process is a recommendation and Provost has the final decision.
 - Here are some points to consider:
 - Is it a rubber stamp process?
 - Is there a financial burden that might cause a conflict of interest?
 - Faculty outside of one's discipline might not understand the whole process of the department.
 - Internal bias.
 - Burden on the faculty.
 - Potential of full professor turned down associate professor with more credentials.
 - Uniformity of documents across departments.
- Faculty Senate President Tanya González arrived at 3:51 p.m.
 - Shared thoughts on check & balance from a conference
 - Pros and cons of replacing Deans' Council
 - Land grant institution – value, engagement, teaching, service, research – how to value these metrics in T&P review document and process
 - Some examples: value of diversity or value of administrative role – how these values can be incorporated in the T&P process
 - Engagement of teaching, research, and service
 - Do we need adjustment to T&P document to include engagement?

- How we can incentivize departments to incorporate engagement into their documents?
- She ended the visit at 4:52 p.m.
- Dan will provide some guidance about Department Head vs. Department Chair on our next meeting.

❖ **Meeting adjourned at 5:02 p.m.**

❖ **Next meeting: January 21th, 3:30PM, 2047 Business Building**