

**Kansas State University Faculty Senate
Faculty Affairs Committee
Minutes**

March 2, 2021, 3:30 pm

Via Zoom

<https://ksu.zoom.us/j/837797836>

- **Attended:** Veronica Denison, Todd Easton, Michael Oetken, Sara Rosenkranz, Vicki Sherbert, Betsy Draper, Don Saucier, Kim Charland, Maggie Billman, Brian Niehoff, Madai Rivera, Jason Hackett

- **Called to Order Faculty Affairs – Don Saucier and Kim Charland (Co-Chairs)**

- **Approved February 2, 2021 Minutes** – Moved by Vicki Sherbert, Seconded by Todd Easton
- *Note: February 16, 2021 meeting was cancelled due to rolling power outages*

- **2021-2022 Faculty Affairs Leadership (Co-Chairs)** – Reach out to Don or Kim if interested in serving as a co-chair next year.

- **Committee Reports**
 - **Salaries and Fringe Benefits Committee:** Todd Easton
 - Created a cover letter this year along with the report. The number of employed faculty members has decreased, the amount of salary dollars has gone up, but sub-committee feels like most members have not received raises. Questions about how teaching award monies are being distributed and/or recorded on the books. Concerned that KSU total compensation is almost last in peer land-grant institutions.
 - Don – The cover letter was a nice addition this year.
 - Veronica – When hired, there was a pretty large pay range. Offered the lower range. Library has assistant professors that are making the same amount. Took a large pay cut to come to KSU. Having a hard time retaining employees in the Library because of the pay issues. Was not offered a pay raise, even though promised when hired.
 - Don – Inequities are present even within same departments. Relative dollar amount/marker is more of an issue, than actual dollar amount. Affects perceptions of ourselves and others – very emotional topic.
 - Jason – He has an unclassified employee that was offered a very low salary and told there was a ladder to climb, but those opportunities are not present at the time.
 - Maggie – Admires the conversations about this topic. Good learning moment. Would rather pay a little more in tuition to make sure KSU has great faculty.
 - Don – In open forum VP Stephens said salaries aren't going up at this time in order to keep employees instead of layoffs.
 - Todd – College of Engineering has an extra fee for students, but that money might not be going towards the salaries as planned.
 - Betsy – IT department is experiencing employees leaving because they can work remote for different companies now.

- Dependent Spouse Tuition Benefits proposal update. The numbers were different than what the Provost's office came up with. As of now, no specific plan because of the budget shortfall.
- Todd – feels perplexed because the subcommittee offered 4 different plans. Feels like they cannot say it “costs too much money”. The whole purpose is an inclusive environment at KSU. Can control term and regular employee issues. Feels like it was an excuse that doesn't actually work.
- Don – suggests that Todd and sub-committee look at the numbers the provost office came up with to make the decision. Should continue to push this issue.
- **University Handbook and Policy Committee:** Betsy Draper
 - Just a couple of sections left to review. Committee is moving along well.
- **Communication Working Group:** Jason Hackett
 - Had two meetings. Taking on challenges that arose from the Docking report. Needs some place on the KSU site that contains all of these topics. Working on a Blog-type site and working on what all needs to be on the site. Working on a white paper on what the site needs and who will run the site. Recommendation needs to go to USS/Faculty Senate.
 - Todd – believes that the communication from admin to the faculty has not been good lately. Does that issue fall under this working group? Also, did not receive an official email from provost about Fall classes going back to face-to-face.
- **FSCOT Special Meeting on Academic Tools:** Don Saucier, Faculty Affairs representative
 - We will meet with the Provost this Thursday to determine if we will be appointed as a Presidential Committee and where we fit in the structure.

❖ **Old and Continuing Business**

- **Report on Promotion and Tenure Document Sections for Community Engagement and Societal Benefit**
Subcommittee: Neal Hubbell, Michael Oetken, Don Saucier
 - Nothing new at this time.
- **Report on Department Head vs. Department Chair in Handbook**
Subcommittee: Vicki Sherbert, Sara Rosenkranz, Kim Charland, Brian Niehoff
 - Nothing new at this time.
- **Issues facing faculty in the COVID-19 era?**
 - **Status of COVID-19 Impact Statement Guide**
 - Approved, with friendly amendment, at the February 9 Faculty Senate meeting.
 - Message from Provost Taber and Faculty Senate President Markham sent 02/17/2021
 - **COVID-19 Impact Statement Guidance for Evaluators**
 - Faculty Affairs to create guidance for evaluators
 - Kim – Did a quick Google search and found a few universities that have some language regarding this topic. How should the committee move forward with this issue?

- Brian – Best strategy to get started might be to see what other universities are doing at this time. Engage with some faculty senators that are department heads and get feedback from those individuals. Might look at handbook regarding delayed tenure clock.
- Todd – Probably too late for evaluations that have already occurred. Work on guidelines for T&P due to COVID. Should work with faculty that need to evaluate for T&P and guide them on new COVID issues.
- Betsy – This year (Spring 2020 – Spring 2021) should be looked at as a “do no harm” year.
- Vicki – NC State broke the topic into different sections. Univ of Texas had a nice simple statement with some bullet points.
- Brian, Todd and Vicki will work on ideas and some language for the guide.

❖ **New Business for 2020-2021**

- Items from Faculty Senate Year-Long Agenda (what should our products be?)
 - 1. Participate in and advocate for faculty and staff in the COVID-19 planning process
 - Make recommendations to Administration about specific guidance related to evaluating faculty and staff regarding their teaching, research productivity, service, etc.
 - What are the concerns related to teaching issues and challenges last spring?
 - How do we continue this conversation with Administration?
 - What are the research concerns?
 - Hope to provide recommendations guidance for what this means to faculty. (Tenure review, Yearly evals)
 - Reasonable guidance for Research/Scholarship, Service and Advising
 - List of recommendations directed to Administration and College Units
 - Implementation of furloughs and challenges between colleges
 - ✓ COVID-19 Impact Statement Guide approved by Faculty Senate (02/09/2021)
 - ✓ Faculty Affairs to develop guidance for evaluators
- 2.e. Review and advocate promotion and tenure, and grievance processes in light of best practices for diversity and inclusion (as items are presented to Faculty Affairs by Social Justice subcommittee)

From Past-President Tanya Gonzalez:

- ◆ Transparency of T&P docs/process PowerPoint
- ◆ Tenure clock extensions aren't enough ...
https://www.insidehighered.com/advice/2021/01/19/tenure-clock-extensions-arent-enough-help-support-researchers-and-their-work?fbclid=IwAR0OU5_4bSIbCKnET6yUsCO6IMdgcYy7ASL2V8dK9bHZzpvH3TxBB7sa31Y

- ◆ Possible related discussion items:
 1. Review of P&T documents: Trainings to help folks not compare between institutions and individuals in their review of t&p files.
 2. Engaged Research: remind people that our local/regional work is as important as our national / international footprints, especially as a public land grant university.
 3. Engaged RSCAD part 2: expanding what counts as scholarly production, especially given our engagement mission as land grant institutions
 4. Flexibility in T&P timelines: support (especially junior) faculty whose COVID impact lasts longer than one or two years...

- 6. Update FS Constitution – What should Faculty Senate composition look like? What is the definition of faculty? The Professional Staff Affairs will work on this item as well. Bring our recommendations to Faculty Senate Constitution committee.
 - Joint (FA and PSA) proposal unanimously passed at January 5, 2021, meeting.
 - Proposal forwarded to President Mindy Markham
 - Meeting (Kim) with USS leadership (02/04/2021)
 - Constitution Committee (02/23/2021)
 - Working on the .5 FTE language in the proposal. Todd – .5 threshold could be an issue. He would like Kim to take that issue back to the committee. Will GTA's show up on ballots? If so, the threshold should probably be higher.
 - Next steps: Candace and Senator Dodd are updating language in proposal >>> Then updated proposal will go back to Constitution Committee for review and approval >>> Executive Committee (goal: March meeting) >>> Faculty Senate (goal: April meeting) >>> University Faculty and Professional Staff vote

- 7. T&P review and revision – continue our current work; include item 2.e.

❖ **From Committee Members**

❖ **Announcements**

- Town Hall meetings: April 1 (9-10 am), and May 10 (8-9 am)

❖ **Adjourned**

❖ **Next meeting: March 16, 2021, 3:30 pm**