

Kansas State University Faculty Senate
Faculty Affairs Committee
Minutes
October 6, 2020, 3:30 pm
Via Zoom

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

- **Attended:** *Kim Charland, Maggie Billman, Veronica Denison, Todd Easton, Jason Hackett, Neal Hubbell, Brian Niehoff, Michael Oetken, Chris Little, Sara Rosenkranz, Don Saucier, Charlotte Self, Mindy Markham, Betsy Draper*
- **Call to Order Faculty Affairs** – *Don Saucier*
- **President Mindy Markham:** Charge to the Faculty Affairs Committee re: Term Employee representation on Faculty Senate
 - There are a number of issues related to term employees
 - Opportunity for Faculty Senate to look at what representation looks like in senate
 - Come up with suggestions for what that would look like on the faculty side
 - There could be a shift in numbers of faculty senators. Need to look at those numbers
 - Discuss the title/name of Faculty Senate
 - President Markham will provide additional data to the committee
 - Committee had quick discussion about the definition of “term employee”; background about why this is a priority for faculty senate; there will probably need to be specific policy language that is consistent throughout all univ. departments; suggestion to have general counsel come to FA meeting; philosophical debate about the definition of “faculty”
- **Approve September 15, 2020 Minutes**
 - Minutes approved with change from “Agenda” to “Minutes” in title
- **Committee Reports:**
- **Salaries and Fringe Benefits Committee:** *Todd Easton*
 - Have been meeting weekly
 - Requested numbers and data on salary reports
 - Dependent and spouse tuition benefit for regular employees. Long-term “term” employees are now being denied assistance. Looking to draft new policy suggestion to include term employees
 - How to get faculty pay raises. 5% furlough in exchange for 5% raise
 - Committee discussion about tuition benefit: Good idea to have a “years of experience” requirement; 3-5 years of employment seems like a good range; market this as a reason to retain quality employees
- **University Handbook and Policy Committee:** *Betsy Draper*
 - Updated the charge for the committee

- **Term vs. Regular Appointments Working Group:** *Charlotte Self*
 - Group looked at what the road map looks like for term employee discussions
 - Exploring option of one type of contract for all employees
 - Looking at years of service and what kind of “win” can we provide employees
 - Recruitment and retention problems
 - Looking at how to allocate numbers of term and regular employees in FS
 - Looking at how to do a better job of educating the university employees on the differences between term and regular

- **Employee Morale Working Group:** *Betsy Draper and Michael Oetken*
 - Nothing to report at this time

- **FSCOT Special Meeting on Academic Tools:** *Don Saucier*, Faculty Affairs representative
 - Nothing to report at this time

- **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 to report at this time

 - Report on Department Head vs. Department Chair in Handbook Subcommittee: *Vicki Sherbert, Sara Rosenkranz, Kim Charland, Brian Niehoff*
 - Nothing to report at this time

 - Report: Tenure & Promotion Review Updates Subcommittee: *Chris Little, Todd Easton, Veronica Denison, Betsy Draper, Maggie Billman*
 - Looked at 15 other universities and KSU is the only one to have Dean’s council; Other universities use a university-wide committee comprised of faculty; Provost agrees with university-wide committee like they used at Stony Brook Univ.; Could help with grievance issues; Suggestion we talk to colleagues and our Deans about preference on council vs. committee structure

- **From Committee Members**
 - *Veronica Denison*
 - Library Professional Staff Group brought up issue about outside recruitment firm used for the search for Dean of Libraries
 - Questions raised about: Why are we doing this? The cost of using a firm? and; Is it circumventing shared governance?
 - *Brian:* Search firms usually get feedback from committee and then finds candidates for the committee to review.
 - *Todd/Don:* Discussion about internal and external candidates
 - *Brian:* Provost makes decision about using search firm for Dean level positions

 - *Todd Easton*
 - Issue with the Provost’s announcement for Strategic Investment Budget Proposal

- *Maggie Billman*
 - Spring Calendar Change
 - M,W,F classes versus T,R classes used for mental health days.
 - Lab times are an issue
 - *Don*: Ultimately student health is the most important issue
 - *Brian*: Fri, Sat, Sun and then Sat, Sun, Mon – move Mon classes to Tues; could be a problem for students with off-campus jobs

- **Adjourn**

- **Next meeting: October 20, 2020; 3:30 pm**