

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

**October 20, 2020, 3:30 pm**

**Via Zoom**

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

- **Attended:** *Kim Charland, Maggie Billman, Todd Easton, Jason Hackett, Brian Niehoff, Michael Oetken, Sara Rosenkranz, Don Saucier, Betsy Draper, Charlotte Self, Vicki Sherbert*
- **Call to Order Faculty Affairs** – *Don Saucier and Kim Charland (Co-Chairs)*
- **Approve October 6, 2020 Minutes**
  - Minutes approved
- **Committee Reports**
  - **Salaries and Fringe Benefits Committee:** *Todd Easton*
    - Proposal to recommend to Administration to change tuition benefits
    - Offer benefit to all employees that have been employed for at least 5 years
    - Grandfather in current employees that are currently receiving the benefit
    - Received faculty salary data report – number of faculty members has gone down; salary amounts have gone up but has not translated across the board; salary compression issues are concerning
  - **University Handbook and Policy Committee:** *Betsy Draper*
    - University Handbook Policy Data Sheet (attachment provided)
    - Alignment of various documents
  - **Term vs. Regular Appointments Working Group:**
    - No report
  - **Employee Morale Working Group:** *Michael Oetken*
    - Still waiting on word from Jay Stephens
  - **FSCOT Special Meeting on Academic Tools:** *Don Saucier, Faculty Affairs representative*
    - Effects on Classrooms; How new technology will be implemented
    - Working on a list of concerns to send to FSCOT, who will bring to Faculty Senate
- **Expression of Concern and Support**
  - Unfortunate incidents following the KSUnite event
  - The committee shows support for Maggie Billman and fellow students who have experienced these negative attacks

- **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 to report at this time.
- Report on Department Head vs. Department Chair in Handbook
  - Subcommittee: *Vicki Sherbert, Sara Rosenkranz, Kim Charland, Brian Niehoff*
    - *Sara & Vicki* – Is this really needed at this point? Seeking clarification for need of this action item.
    - Duties are very similar; might just need a minor clarification in the handbook.
    - Will look at handbook language for quick adjustment
- Report: Tenure & Promotion Review Updates
  - Subcommittee: *Chris Little, Todd Easton, Veronica Denison, Betsy Draper, Maggie Billman*
    - *Sara* – HHS caucus agree to remove the Dean’s Council; HHS Dean thinks the current process works pretty well; looked at Mississippi State Univ. process
    - *Don* – A&S caucus thought it would not be a good idea to burden other faculty with the process
    - Straw poll: everyone in the FA committee agrees with Dean Council removal in process; Todd will continue work on this item
- Issues facing faculty in the COVID-19 era?
  - *Don* – people having questions about research productivity; P&T clock issues; ones with biggest loss in research productivity were ones who made major adjustments to teaching modalities for better online learning; ideas: proportional adjustments, suspend merit evaluations; What type of administrative guidelines would work and be fair? Addendum to their package to explain what they’ve done in light of COVID situation? Multi-year effect
  - *Todd* – Doesn’t think 80% will work; Look at non-reappointment procedure;
  - *Brian* – Reappointment guidance is important in the process;
  - *Vicki* – doesn’t plan to pause tenure clock. Faculty are looking for other avenues for research and publication productivity

- **New Business for 2020-2021**

- Items from Faculty Senate Year-Long Agenda
  - 1. Participate in and advocate for faculty and staff in the COVID-19 planning process
  - 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)

- 5. Revive Salary and Benefits Committee
  - In process, Todd Easton serves as Faculty Affairs representative
- 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.
  - In process, Charlotte Self serves as Faculty Affairs representative to newly formed Term vs. Regular Appointment Working Group
- 7. T&P review and revision – continue our current work; include item 2.e.
- 8.b. University Handbook updates – interim versus acting appointments
  - Approved at October 13 Faculty Senate meeting
- Does the university have a diversity and inclusion statement?
  - Social Justice subcommittee working on 5 to 6 items.
  - Presidential Multicultural Affairs Group – Diversity and Inclusion Strategic Plan: recommendation for departments to add diversity and inclusion professional development piece.
- **From Committee Members** – None at this time
- **Adjourned**
- **Next meeting: November 3, 2020; 3:30 pm**