

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

November 3, 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, Betsy Draper, Christopher Little, Neal Hubbell, Veronica Denison, Vicki Sherbert*
- **Call to Order Faculty Affairs – Kim Charland**
- **Approve October 20, 2020 Minutes**
 - Minutes approved with addition of Vicki S. to attendance
- **Committee Reports**
 - **Salaries and Fringe Benefits Committee:** *Todd Easton*
 - The subcommittee voted unanimously for a proposal to offer dependent and spouse tuition benefit for term and regular appointment employees who have worked at least 5 years at the university.
 - Will positively impact about 50 term employees.
 - Question about administrations receptivity of the policy – Faculty Senate leadership will address this issue at their next meeting.
 - The subcommittee have received a lot of numbers and data from Institutional Research. Subcommittee is looking and analyzing those numbers. Looking at compression numbers and issues.
 - Neal would like committee members to bring the policy recommendation to their caucuses before voting. Faculty Affairs committee will plan to vote to endorse or not at Nov.17 meeting.
 - Brian had an idea about tiered approach to credit hour reimbursement (3 and then 6.)
 - Faculty Affairs committee will plan to vote to endorse or not at Nov.17 meeting.
 - **University Handbook and Policy Committee:** *Betsy Draper*
 - No update
 - **Term vs. Regular Appointments Working Group:** *Charlotte Self*
 - No update
 - **Employee Morale Working Group:** *Betsy Draper and Michael Oetken*
 - No update
 - **FSCOT Special Meeting on Academic Tools:** *Don Saucier*, Faculty Affairs representative
 - No update

- **Old and Continuing Business**

- Report on Promotion and Tenure Document Sections for Community Engagement and Societal Benefit Subcommittee: *Neal Hubbell, Michael Oetken, Don Saucier*
 - Michael will provide the committee with the College of Technology and Aviation's recent P&T doc changes that added some language regarding Community Engagement
- Report on Department Head vs. Department Chair in Handbook Subcommittee: *Vicki Sherbert, Sara Rosenkranz, Kim Charland, Brian Niehoff*
 - Kim will bring this topic to next Leadership committee
 - Define and assess what the standard definitions are across the academy and how they are used at K-State. If there are differences between the general definition and K-State's working definition, how can we standardize the use of these terms across our University?
 - Can we settle on definitions that can go into our handbook for clarification?
- Report: Tenure & Promotion Review Updates Subcommittee: *Chris Little, Todd Easton, Veronica Denison, Betsy Draper, Maggie Billman*
 - Topic was brought up at Exec committee. Comments: Concerns about eliminating Deans Council; Other university's policies are not good enough reason to change policy; Deans Council is good protection for faculty; Would weaken the process; Senior faculty committee might strengthen the process; Deans have more experience with the process; Should research who conducts the review/approval process not eliminating a step in the process
 - Kim will send more detailed comments to Todd/Subcommittee

Procedures for Tenure Evaluation (C110 – C116.2; Deans Council step discussed at C114)

<https://www.k-state.edu/provost/universityhb/fhsecc.html>

- Issues facing faculty in the COVID-19 era?
 - Faculty Senate Past President Tanya Gonzalez provided links to the following papers:
 - <https://www.purdue.edu/butler/documents/Best-Practices-Tool-1-Documenting-Impact-of-COVID-19-for-tenure-track-and-tenured-faculty.pdf>
 - <https://www.mtu.edu/advance/resources/articles-books/supporting-faculty-during-and-after-covid.pdf>

- **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
 - 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
- 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.
 - Come with ideas to Nov. 17 meeting about this topic
- 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~~
- **From Committee Members** – Nothing at this time
- **Adjourned**
- **Next meeting: November 17, 2020; 3:30 pm**