

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

October 5, 2021, 3:30 pm

Via Zoom

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

- **Joint meeting with Academic Affairs Committee:**
 - **Meet in Academic Affairs Committee Zoom room:** <https://ksu.zoom.us/j/442684782>
 - **Joint committees moved to approve revisions of Section F 104 in University Handbook.**
 - **Tanya González and Kelley Brundage shared definitions for HLC regarding program and course delivery.**
- **After joint portion of meeting, join the Faculty Affairs Committee Zoom room for remainder of meeting**
 - **Present:** Veronica Denison, Marcellus Caldas, Brandon Savage, Justin Kastner, Jessica Spare, Tanya González, Charlotte Self, Vicki Sherbert, Nick Saia, Melody LeHew, Chris Little, La Barbara Wigfall
- **Call to Order Faculty Affairs – Marcellus Caldas and Veronica Denison (co-chairs)**
- **Approve September 21, 2021 Minutes**
 - **Veronica moved to approve. Motion carried.**
- **Committee Reports**
 - **Salaries and Fringe Benefits Committee:** Justin Kastner
 - **Committee will be getting access to a dashboard of data analysis.**
 - **Pay equity was discussed.**
 - **University Handbook and Policy Committee:** Brandon Savage
 - **Committee hasn't met since last FA meeting.**
- **Completed Business:**
 - **Moved to 2022-23:** Department Head vs. Department Chair in Handbook
- **Old and Continuing Business**
 - **Report on Promotion and Tenure Document Sections for Community Engagement and Societal Benefit.** Subcommittee: Marcellus, Veronica, and Tanya
 - **Tanya gave an overview of history of this charge and subsequent subcommittee. In 2019 Association for Public and Land Grant Universities organization addressed the engagement piece and how the value of this is communicated to the public and to legislators:**
<https://www.aplu.org/projects-and-initiatives/research-science-and-technology/public-impact-research/>. **The importance of having narratives at the ready, as needed, was discussed. The benefit of harmonizing the language of documents was discussed. Consistent articulation of what engagement is would be beneficial.**

- **A vote was taken to determine if the FAC would like to develop a clear definition of engagement. The committee voted in favor. Melody and La Barbara volunteered to join the committee with Tanya and Veronica.**
 - Voluntary early retirement offer information: Veronica and Marcellus
 - **Veronica shared the committee's questions with the provost. The money came from a one-time 'pot'. 60% of the money would go to the college and 40% would go to the merit pool. This isn't a cost saving measure, but rather a way to put money in the merit pool. The language and its message to faculty who have worked here for many years was discussed. A question was raised about the safety net to ensure this would not dismantle programs. Concerns were also raised about people who are feeling pressured to retire. Tanya will share concerns with the provost.**
 - Items from Faculty Senate Year-Long Agenda
 - 2. 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)
 - **Nothing has been received regarding this item.**
 - Issues facing faculty in the COVID-19 era?
 - **It was noted that it's important that administrators are acknowledging and considering the COVID Impact Statements.**
- **New Business for 2021-2022**
 - Discussion of mandatory and optional syllabus statements summaries and link creation for syllabi
 - **Ideas were shared for making syllabus and its content engaging.**
 - **Veronica will reach out to Don.**
- **Future Business**
 - **No report**
- **From Committee Members**
 - **No report**
- **Announcements**
 - **Tanya mentioned that KBOR is looking into faculty workload questions. They are looking at reporting requirements for R1 universities. A minimum requirement (for tenured faculty of the college) of 12 credits of teaching per year and 150 student credit hours of teaching per year is being considered. Tanya will share information with Laurel at FSL and bring back to FAC.**
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- **Adjourn**
- **Next meeting: October 19, 2021, 3:30 pm**
- **Upcoming meetings**
 - **October 19, 2021**

- **November 2, 2021**
- **November 16, 2021**
- **December 7, 2021**