

Kansas State University Faculty Senate

Faculty Affairs Committee

Agenda

February 7, 2023, 3:30 pm

Via Zoom

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

- **Call to Order - Faculty Affairs – Marcellus Caldas and Brad Cunningham (co-chairs)**

- **Approve of the 2022 January 17th Minutes – Where is the minutes? Justin is the secretary**
- **Face-to-Face meetings in the Spring of 2023** -- Face to face meeting date – so far, according to doodle poll, Tues March 21 is the only date selected by everyone, need a location.

- **Committee Reports**
 - **Salaries and Fringe Benefits Committee:** Justin Kastner
- **University Handbook and Policy Committee:** Sara Gragg
- **Completed Business:**
 - **Completed:** Shortened syllabus statements with links
 - **Completed:** Revised syllabus statement regarding Students with Disabilities (5-10-22)
 - **Completed:** Mandatory syllabus statement Regarding Discrimination, Harassment, and Sexual Harassment (5-10-22)
 - **Completed:** Shared with senate the 2022 Recommendations on Faculty and Staff Salaries from Salaries and Fringe Benefits committee (6-14-22)
 - **Completed:** Various University Handbook changes and additions:
 - Proposed Change to University Handbook, Section C78 (6-14-22)
 - Proposed Change to University Handbook, Appendix Q (6-14-22)
 - **Completed:** C192: Appointment and Term of Ombudsperson – Approved in the FS meeting.
 - **Completed:** K-State Course Syllabi Statements – QR Codes (Physical Version)

- **New and Continuing Business for 2022-2023**
 - Report on Promotion and Tenure Document Sections for Community Engagement and Societal Benefit. Defining “community engagement” for possible inclusion in the university handbook. Subcommittee: Tanya, La Barbara, Melody, Tim Steffmeirs
 - Appendix R: Intellectual Property Policy and Institutional Procedure – an email was sent to Cliff, and he said he will update us as soon as he has something
 - The handbook committee work in the Transmittal Forms – Cliff sent the files for feedback and comments – we reviewed the documents and sent back to him. We introduced the Proposed change to University Handbook, Sections A3, B35, D30, F1, F2, F6, F20, F122, J1, K73 that is in the Attachment 2. However, there were 2 issues:
 - 1) Handbook J1 – request to remove Fiedler Engineering Library, K73 - Natatorium references, or clarification as to why keep them in the list
 - 2) Handbook F121 – in residence requirement – what does “regularly scheduled courses” and “regular university faculty” mean?
 - C159 Administrative Assignments and Five-Year Comprehensive Reviews – Presented to Co-Chairs of FA Committee 02/07/2023 to be sent to Handbook committee for review.

- **Future Business??**

- Discussing the ineligibility and rehiring proposed by the HCS – Marcellus shared this document to get comments. The HCS wants our feedback.
 - Any additional feedback? Have received a couple of comments.
- Discussion to the need to fund promotions for Instructors/Teaching Professors. Instructors/Teaching Professors/other researchers' definitions – Discuss similar benefits regarding promotion. Framework for promotion along with financial support for professors. Need to have a clear process and benchmarks providing they have the correct credentials. Financial support may be challenging. Need to share with Academic Affairs and consider joint meeting. The discussion of how to proceed regarding this issue. Perhaps create a subcommittee to present “alternatives”?
- Salary/COLA/Merit – we were asked to start a discussion about the Salary/Cola/Merit. The former FS president suggested to the Faculty Affairs (and other committees) to advocate for offering pay increases based on average salaries rather than using a percentage. I sent an email to stimulate the discussion.
- Joint Session with Academic Affairs – Dr. Brandon Kliewer, Co-Chair of the Academic Affairs committee, has requested a joint session with Faculty Affairs to discuss Section F revisions as well as the new Planned Leave Policy coming out of CAPP.

- **From Committee Members**

- **Announcement(s)**

- January FS Executive Committee meeting report -- The FS Executive Committee approved moving to the FS agenda the proposal from the Academic Affairs Committee.
- Discussion of Merit/Cola.
- March 14th FS meeting moved to March 21st to avoid Spring-Break
- March 21st FAC meeting conflict – different date if needed?

- **Adjourn**

- **Next meeting: February 7, 2022, 3:30 pm**

- Zoom meeting

- **Upcoming meetings**

February 21
 March 7
 March 21 -- Face-to-Face
 April 4
 April 18
 May 2
 May 16