

Kansas State University Faculty Senate
Faculty Affairs Committee
Minutes
December 6, 2022, 3:30 pm
Via Zoom
<https://ksu.zoom.us/j/837797836>

- **Call to Order - Faculty Affairs – Marcellus Caldas and Brad Cunningham (co-chairs)**
- **Visit by President Linton –** Committee members had a discussion with President Linton about the questions below.
 - What are your thoughts about improving K-State’s ability to attract and retain excellent faculty? Any new initiatives we should know about?
 - To attract faculty, we need better salary incentives, but many colleges are suffering with bad infrastructure. What are the plans for recovery?
 - What feedback have you received from KBOR after their recent extended visit to campus? Any themes or trends they are reporting?
 - We recently learned the College of Arts and Sciences has a new program to incentivize earlier retirement. What are the chances that K-State will have another plan like this one?
 - How are the visits with Kansas communities going? What are you learning and how can faculty help?
 - The budget CRM is completing in 3 years. Is there a chance of review and modifications?
 - Any Score predictions for the Sugar Bowl?
 - Who wins the World Cup?
 - What questions do you have for us?
- **Committee Reports**
 - **Salaries and Fringe Benefits Committee:** Justin Kastner -- The Salaries and Fringe Benefits Committee is presently gathering data on actual promotion-related salary increases for non-tenure-track faculty promotions. This information will help the committee evaluate actual promotion-related compensation practices in the absence of a formal “automatic pay increase” policy for non-tenure-track faculty promotions.
 - **University Handbook and Policy Committee:** Chris Little -- Chris Little talked about the university handbook flowchart and the new transmittal format that Cliff Hight would be sending to the FAC to get comments and recommendations.
- **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 (11-8-22)

- **Completed:** K-State Course Syllabi Statements – QR Codes (Physical Version)
- **New and Continuing Business for 2022-2023**
 - Caldas reported that Melody LeHew and Tanya met to draft up the engagement policy language and submitted to LaBarbara. They hope to have something in the next meeting.
 - Caldas reported that an email was sent to Cliff Hight about Appendix R: Intellectual Property Policy and Institutional Procedure. Cliff said he will update us as soon as he has something.
- **Future Business??**
 - Brad Cunningham reported that FS President Don Saucier asked FAC to discuss the topic of “Open Syllabi” as presented to faculty senate last week by the SGA rep. Specifically, Don asked to think about points such as: Is this doable? What concerns would FAC have? What information might be helpful/off limits? Class SLOs? Class Topics? Class policies? Class structure? Other topics that might help or be off-limits? Concerns? Caldas reported that he sent an email to FAC about these questions. Much feedback was provided. In summary, there are concerns about open syllabi although the faculty members see the importance of it.
 - 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”? Justin was not in the meeting anymore although he had stated before that the salary committee was still discussing this issue.
 - Sabbatical Policy - Look at the Sabbatical description in the university handbook. It seems that this is not clear and needs updates. For instance, there is confusion if teaching professors can take sabbatical or not. This topic was table by the FAC since the salary and benefits committee had a full agenda.
 - Determine which meeting(s) in Spring should be in-person and where to meet? This issue will be decided in January.
- **From Committee Members** -- nothing to report
- **Announcement(s)**
 - FLSC met with KBOR, Regents thanked the FLSC for the most organized and productive meeting yet of this type. Discussed a number of questions, KBOR emphatically expressed that they are allies in the education space and that their mission is to elevate higher education in KS. They did remind us that they have to balance the needs with higher education against the politics of the legislation, but are optimistic about the coming session supporting KS institutions.
 - FS President Saucier continues to question the Provost at every individual meeting about:
 - Raises for ranks of instructors

- Ability to have the option to have 9-month contract salary paid out over 12 months
 - Scholarships/grants that should go to all indigenous peoples of Kansas.
- January FS meeting will be important as it is the first reading of the Gen Ed proposal coming out of Academic Affairs. Do your best to attend.
- FS President Saucier is soliciting feedback from this committee on the possibility of creating a policy to govern the creation of new policies. This is in response to certain recent high-profile policies that have been pushed out to campus with little or no consultation from FS (weather policy, social media policy, “University for Kansans” marketing campaign, etc.). Currently, no policy exists that governs creation of new policy, but the provost is open to the idea. If one should exist, what sort of policies would we wish to be consulted on?
 - Idea – “Anything we have to follow as a policy”
 - Idea – “Anything that is a message K-State faculty/staff are expected to carry to the public”
 - Recommendation – keep the grouping of topic tight/small as a large pool of topics is less likely to get approval.

- **Adjourn**

- **Next meeting:** February 7
- Zoom meeting

- **Upcoming meetings**

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