

Kansas State University Faculty Senate
Faculty Affairs Committee
Minutes
February 20, 2024, 3:30 pm
Zoom <https://ksu.zoom.us/j/837797836>

- **Call to Order - Faculty Affairs** – Brad Cunningham (co-chair) called the meeting to order. Others in attendance are Tareque Nasser (co-chair), Amir Bahadori, , Rachael Clews, Merta Scott-Hall, Ashley Noll, LaBarbara Wigfall, Eve McCulloch, Roger Adams, Paige Adams, KC Olson, Anthony Ferraro, Cliff Hight, and Tanya González.
- **Approve the Feb 6, 2024, Minutes** – The minutes were accepted without objection.
- **Committee Reports**
 - No report from the Salaries and Fringe Benefits Committee (SFBC).
 - Handbook Committee (Paige and Cliff)
 - There would be a proposal for appendix formatting coming out soon. After getting a standard in place, work on appendix formatting will be an on-going process, chipping away as the HBC tackle other projects. HBC would break down the tasks for appendix formatting in chunks and set milestones for each of those, and try to finish it in a year.
 - We discussed about the flowchart that communicate the role of the HC in this process of developing handbook policies. This was tabled in the FS meeting last year. We agreed that we will run it by the people that had objected on the previous version so their critique can be incorporated before we move this forward to the FS Executive Committee.
- **New and Continuing Business for 2023-2024**
 - Senator Julia Keen reached out to us through Amir that dropping some of the language encouraging consulting in Appending S (and D40-41).
 - Julia was wondering if the current Appendix S be amended to accommodate that. Tanya agreed to that possibility, and said that the FAC can collect comment on it as they come by, discuss those in the FAC meeting and move forward to the FS with appropriate recommendation. Tanya also agrees that conflict of interest and conflict of time is a difficult issue and we need to manage it appropriately. So, we need to educate all how we can be in compliance and still do the work that we can do outside the university.
 - Amir asked why we need to hire an extra person for compliance. Tanya explained in detail that the risk of non-compliance is enormous and hence we need someone to be on top of that. Amir was happy with the explanation.
 - We discussed a need for revision of Section B95 to be clear on the process of forming CCOP and minimum required number of meetings in an academic year.
 - By March 5th, FAC members are requested to seek out their respective colleges to obtain any documents related to CCOPs and/or procedure they have in using CCOPs in advancing the college’s agenda and solving problems.
 - We also agreed on the importance on accountability and consequences of not using CCOP for its intended purpose, and need a plan to address this accountability through FS governance mechanisms.

- Academic Affairs voted on Section F75 amendments and approved. They forwarded to the FAC, and we, after discussion, also voted to approved the amendments.
 - In the December 19th FAC meeting we voted to remove the suggested 7.5% pay raise from the “Report and recommendations on promoted non-tenure track faculty compensation” (Report). However, the FSLC asked that we reconsider our edit on omitting the recommend pay raise. The logic is that if we do not provide a number, HR will fall back to zero, perhaps claiming that there are no funds for salary increase.
 - We discussed about it and voted to keep the original Report as it is, i.e., keeping the recommended 7.5% raise as stated in the Report.
 - But, Amir wanted to go on the records that this means that the non-TT faculty would receive half the “dollar pay” raise compared to their TT colleagues—which is unequitable.
 - Eve agrees that it is inequitable, however as a non-TT faculty she has not seen any raise in the past with a promotion. So, she feels strongly that we keep this 7.5% recommended raise—at least it is better than no raise.
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- **Adjourn** - The committee adjourned and will meet again on March 5, 2024
 - **Next meeting: March 5, 2024:** Zoom: <https://ksu.zoom.us/j/837797836>