

Kansas State University Faculty Senate
Faculty Affairs Committee
Minutes
December 19th, 2023, 3:30 pm
Zoom <https://ksu.zoom.us/j/837797836>

- **Call to Order - Faculty Affairs** – Tareque Nasser (co-chair) called the meeting to order. Others in attendance included Ashley Noll, Anthony Ferraro, Elizabeth Kiss (sitting in for Rachael Clews), Roger Adams, Merta Scott-Hall, Paige Adams, Andrew Wefald, Amir Bahadori, KC Olson, Tanya Gonzalez, Cliff Hight, and Justin Kastner (secretary).
- **Approve the Dec 5th, 2023, Minutes** – The minutes from the 5 December meeting were accepted without objection.
- **Committee Reports**
 - The committee proceeded straight to new/continuing business emanating from various committees:
- **New and Continuing Business for 2023-2024**
 - Report and recommendations on promoted non-tenure track faculty compensation – Justin remarked that the report, which the committee has had before them, is based on years and multiple committee members’ work in the Salaries and Fringe Benefits Committee (SFBC). He suggested that the FAC endorse the report and pass it on to the Faculty Senate leadership. Amir expressed concerns on behalf of members of the Engineering caucus regarding the mathematical formula being recommended in the report, noting that the formula (7.5%) is less than what tenure-track faculty members receive (15%) for promotion-associated compensation. Justin offered to simply remove the mathematical formula from the report and pass the report along with a general recommendation that something be done to rectify the obvious inequity (the most important part of the report) between tenure-track and non-tenure track, and additional discussion followed. Justin also noted that HR is apparently going to be conducting their own compensation philosophy/study project. Tanya noted that the caucus comments received could be forwarded alongside the SFBC’s report and recommendations. After extended discussion, Justin made a motion “that the FAC endorse in principle the report and recommendations from the Salaries and Fringe Benefits Committee, and forward to Faculty Senate leadership *both* the report and recommendations *and* the specific caucus-related comments received as of today (including those from Engineering).” Amir seconded the motion. Additional discussion followed, and Tanya shared what she understood to be the timeline of HR’s forthcoming compensation study; she noted that HR is currently working with a consultant in what will be a multi-stage or multi-phase analysis of compensation. Tanya also noted that HR will likely consider insights into “best practices” from APLU’s recent work on compensation practices in higher education. The motion was then voted on, and it passed with 10 in favor and 1 abstaining.
 - Global pronoun changes in the Handbook – This item was discussed, and the committee noted the previously emailed suggestion from committee member Eve McCulloch that the committee consider three options for moving forward:

Option 1 - eliminate pronouns where can, where can't, use they/them

Option 2 – change all pronouns to non-gender they/them

Option 3 – leave as is

Ashley Noll made a motion to add for the committee's consideration an "option 4," which is a slightly modification of option 1. The new option 4 would "eliminate pronouns but where we can, but where we can't do so, use the appropriate position or word for that position (e.g., employee, faculty, etc.)." Amir seconded the motion. The committee voted, and it was passed 10-1, with one abstaining; therefore, this motion to add this Option 4 passed.

The committee then considered the new menu of four options. A discussion followed, and Ashley Noll reminded the committee about concerns about the "heavy lift" that would be involved in a massive editing of the Handbook. Ashley kindly took the time (and involved a student worker) in looking at the Handbook as well as the "landing page" for the Handbook. Ashley shared a document with track changes with Cliff and his committee, and Cliff expressed gratitude for Ashley and her colleague's work on this. Cliff said he also had done some investigation of the "heavy lift" that would be involved (e.g., in section C, where there is a lot of use of pronouns). Cliff expressed concern about a loss of clarity (e.g., of categories of employees) if all pronouns were removed entirely. In summary, the discussion seemed to affirm the wisdom of Option 4. Ashley made a motion to adopt "Option 4" as the way forward. Amir seconded the motion. The vote passed in support of Option 4; 10 voted in favor and 1 abstained.

Cliff then asked an implementation question, and Ashley said she was willing to continue to work on the draft, which would help Cliff and Paige. Appreciation and gratitude was expressed to Ashley.

Tareque and Cliff then addressed the need for a "style guide" for the handbook; Cliff said that, at some stage in the future (not now), this would be helpful. Tanya said others in the university (e.g., Elliott Young) also see value in a style guide-development effort as a kind of wider *ad hoc* effort (so that the style could be applied to all kinds of documents, not just the Handbook).

- C159 Admin assignments and five-year comprehensive reviews – Tareque noted that changes to this section of the Handbook will be considered by Faculty Senate exec at its next meeting.
 - Revisions for University Handbook sections D40, D41, and Appendix S – Cliff noted there was no update on this effort, which is still underway in his committee, and he noted that one of his committee member's is working on this.
- **Adjourn** - The committee adjourned and will meet again next year
 - **Next meeting: January 16, 2024, 3:30 pm**
 - ◆ Zoom available: <https://ksu.zoom.us/j/837797836>