

Kansas State University Faculty Senate
Faculty Affairs Committee
Minutes
Tuesday, Oct 1st, 2024, 3:30 pm
Zoom <https://ksu.zoom.us/j/96438217422>

- **Call to Order - Faculty Affairs – Brandon Savage (co-chair); Brad Cunningham (co-chair)**

Attendance:

Name	College	9/3/24	9/17/24	10/1/24	10/15/24	11/5/24	11/19/24	12/3/24	12/17/24
Jessie Vipham	Agriculture	E	X	X					
LaBarbara Wigfall	Architecture, Planning, and Design	X	X	X					
Martha Smith Caldas	Arts and Sciences	X	X	X					
Brandon Savage	Business Administration (Co-Chair)	X	X	X					
Grace Liang	Education		X	X					
Amir Bahadori	Engineering	X	X	X					
Rachael Clews	Extension		X	X					
Paige Adams	General University	X	X	X					
Ashley Knoll	General University (alternate)	X	X	X					
Kristin Anders	Health and Human Sciences	E		X					
Roger Adams	K-State Libraries	X	X	X					
Merta Scott-Hall	Technology & Aviation, K-State Salina		X	X					
Brad Cunningham	Term Appointment (Co-Chair)	X	X	X					
Michael Apley	Veterinary Medicine	E	X	X					
Alexa Haseltine	Student Representative		E						
Tanya González	Liason for the Provost		X	X					
Charlotte Self	Liaison for Human Resources		X	X					

Minutes:

1. Meeting Minutes Approval:

Brandon Savage opened the meeting, discussing the quorum required for votes, noting that only the majority of those present at the meeting could vote. He also clarified that email votes would not be accepted. Afterward, the minutes from the September 17, 2024, meeting were presented for approval. The motion to approve was moved by Amir Bahadori and seconded by Merta. The minutes were unanimously approved.

2. Fringe Benefits Committee Report:

Michael Apley shared that the Fringe Benefits Committee recently discussed extending dependent tuition benefits to emeritus faculty. There was consideration of expanding the benefit to all employees, not just emeritus faculty. The committee raised questions about previous employment benefits that transitioned into retirement benefits. Michael Apley will gather additional data on how many employees utilize the dependent tuition waiver today and its associated costs. Discussion continued on the importance of understanding how this benefit impacts faculty recruitment and retention.

3. University Handbook and Policy Committee:

Paige Adams provided a brief update, noting that the committee had not yet met but would do so the following week. The new chair would preside over the upcoming meeting, and there would be updates on ongoing projects such as the pronouns initiative.

4. Non-Renewal Policy Update:

Brandon Savage discussed ongoing revisions to the non-renewal policy. After a meeting with Ethan, Shanna, and Faculty Senate leadership, it became clear that there were concerns with the current policy. One major issue was that non-reappointment notices could be issued at any time, not necessarily during the reappointment period, leading to potential conflicts with KBOR's policy of a 90-day notice. The committee proposed tying the non-renewal notice more closely to the reappointment process. The revised version of the policy was sent to Ethan and Shanna for further feedback. Ethan requested more time to review the revisions, and the committee agreed to delay voting on the new policy for two weeks.

The committee delved into the specifics of the proposed non-renewal policy for non-tenure track faculty. There was debate over whether the notice period should be set at exactly 90 days, as some members, including Amir Bahadori, voiced concerns about the flexibility granted by a 60-day notice period. Roger Adams added that financial exigency declarations should be made only by the university president, in accordance with current policy. Further conversation revolved around the use of non-renewal notices for performance-related issues, with a strong consensus that performance concerns should be handled separately.

Roger Adams raised concerns about the grievable nature of non-renewal notices. He advocated for including provisions in the policy to allow grievances if faculty believed non-renewal notices were issued under false pretenses, particularly if performance issues were disguised as financial or structural concerns. The committee considered adding language to the policy to address these scenarios, but no final decision was made.

Brandon Savage clarified that the intent of the current proposal is that midterm non-renewal notices could only be issued in cases of financial exigency or program elimination. The committee agreed to include provisions that prevent the issuance of

midterm notices unless these specific conditions were met. Savage also raised concerns about how appointment letters are handled, with some faculty receiving their reappointment letters late, potentially affecting the timing of non-renewal notices. This issue will be further addressed in future meetings.

5. Term Appointments Discussion:

Amir Bahadori brought up concerns about the increasing use of term appointments, noting that some employees are consistently given term appointments year after year without transitioning to regular appointments. LaBarbara Wigfall and Amir Bahadori agreed to form a working group to investigate whether the use of term appointments was being abused, particularly in terms of equity issues. The working group will collect data and propose changes to the current policy.

6. Non-Tenure Track Workload Policy:

Tanya González provided a brief update, stating that progress on the non-tenure track workload policy would begin soon, as the new Vice Provost for Academic Affairs and Innovation had just started their position. The committee expects more significant updates as the new team becomes fully operational.

7. Faculty Compensation Update:

Tanya González informed the committee that efforts on faculty compensation through the APLU's "Let's Talk Money" program are ongoing. The goal is to develop a university-wide compensation philosophy that is transparent and equitable. The process is expected to take 18-24 months, but González emphasized that the President had identified faculty compensation as a key initiative. There was some concern raised by Brandon Savage about the two-year timeline, suggesting that interim steps should be taken to address faculty retention during this period.

8. New Business:

- **Program Review Policy:** The committee expects updates on the program review policy from Academic Affairs in the coming months.