

**KANSAS STATE UNIVERSITY
GENERAL FACULTY MEETING
K-State Student Union Forum Hall
May 16, 2013. 4:00 p.m.**

Faculty Senate President Julia Keen called the meeting of the general faculty to order at 4:03 p.m. The meeting was called as the result of a request by petition with 25 names. The meeting was not a Faculty Senate meeting but rather a general faculty meeting.

The one item of business to address was the resolution regarding faculty and unclassified professional salaries. A motion to accept the resolution as presented was offered which was immediately seconded. President Keen then read the resolution in full to the assembly. The assembly applauded the resolution when President Keen concluded the reading.

Faculty Senate Past President Jim Bloodgood provided a historical timeline with regard to the salary issue, beginning with the special general session held one year ago in the Alumni Center Ballroom. He highlighted three points: 1) low pay, 2) lack of a plan from Administration to address the issue of low pay, and 3) loss of quality faculty and unclassified staff, failed searches, and pay compression. Administration's response was a commitment to develop a plan by the end of summer 2012. No plan was presented; however, they agreed to establish a Faculty Compensation Task Force with four administrators and four faculty members appointed by Faculty Senate. President-elect Julia Keen served as the chair of that task force. The task force presented its report and recommendations within five months and a comment period followed. The report clearly demonstrated the disparity in pay. It was overwhelmingly supported and considered to be well written and accurate. K-State faculty and unclassified professional salaries continue to be 17% across the board below K-State 2025 peers and at the bottom of Big 12 institutions. In contrast, administration pay increases have far exceeded that of faculty increases. Good faculty and unclassified professional employees continue to leave the university, resulting in those left behind having to pick up additional duties and serve on search committees. Often applicants are not willing to accept positions for the salary offered, resulting in failed searches. Dr. Bloodgood indicated that he served on five failed searches for one position. He also shared that offers being extended to new hires directly out of college were higher than what he was making as a Full Professor with many years of service at K-State.

President Keen opened the floor for discussion.

The first request came from someone in the audience asking if Faculty Senate Leadership had any comments regarding President Schulz's letter to all faculty that was in K-State Today in which he stated he was working on a three year salary plan. President Keen acknowledged that there was letter. In this letter, the validity of the data attached to the resolution was questioned. She stated that may different data sets could be collected and analyzed with different results. She did not want to debate the numbers but rather stated that the in every data set she had seen faculty at K-State were underpaid compared to their peers.

Dr. Mickey Ransom spoke in favor of the resolution. He was one of its developers. Dr. Ransom stated that unless faculty and unclassified professional salaries become competitive, the goals of 2025 will not be achieved. The bottom line is that money has been available for upper administration to create new positions and to benefit from salary increases. Salaries of faculty and unclassified professionals have not been a top priority.

Dr. Tim Sobering stated that he supports the 2025 initiative as well as this resolution. He was encouraged to see that the resolution included unclassified professionals.

Dr. Chris Sorenson stated that he has been at K-State for 36 years. This is the same age old problem that just doesn't change. Faculty Senate has traveled this path before and nothing happened. He fully supports the resolution and encourages faculty to identify what is different this time and act on it.

Dr. Christina Hauck asked how we enforce what we are asking upper administration to do. How do we fight back, so to speak? Do we ask them to give back their salary enhancements? We need to have a post-signing strategy.

Dr. Bonnie Lynn-Sherow stated that she supports the resolution, but not because of 2025. With or without 2025, we are still underpaid. We need to expand the context beyond 2025 to the need to be a competitive university in order to serve the citizens of Kansas.

Dr. Robert Berckel suggested the case be presented to the Board of Regents, contrasting K-State with KU.

One faculty member from English asked why we are not unionizing and protesting. She stated a meeting needs to be held at the beginning of the Fall semester. We need to make more noise and push upper administration out of their comfort zone. She realized this may not be a comfortable idea for some, but noted it's time for something radical.

President Keen called for a vote to accept the resolution. She acknowledged the value of the input from unclassified professionals and thanked them for their support, attendance, and participation. However, she reported that according to the University Handbook, only faculty with the rank of Instructor or above would be able to vote on the resolution at today's meeting. A verbal vote was taken. The vote was overwhelmingly loud in support of the resolution. Approximately four attendees voted "no." The resolution was passed.

President Keen explained that there were two signature forms available in the lobby, one for those who chose to identify themselves in support of the resolution and one for those who wished to anonymously support it. Additionally an E-mail will be sent out with a link to a survey in which an electronic signature will be included.

Further discussion resulted in a request for those who voted against the resolution to share their reasons. A couple of those that voted "no" shared that they had concerns with certain language in the resolution. Specifically, while in favor of better salaries and the Faculty Salary Compensation Task Force's recommendations, one faculty member was not certain that asking for restrictions on upper administration was the path to follow.

President Keen apprised the assembly that she would meet with President Schulz on Tuesday, May 21, 2013, at 11:15 a.m. in his office, to present him with the resolution and signatures. Ultimately, we cannot control what is done with the resolution. She announced another general faculty meeting will be held in the Fall, this will be to act on proposed changes to the Faculty Senate's constitution. This would be an excellent time for President Schulz to discuss his three year plan.

President Keen also reported that a resolution was passed at the April 9, 2013 Faculty Senate meeting, asking for a climate survey to be conducted. This would be a survey that all K-State employees---classified, unclassified, and faculty---can participate in. A task force is being developed, which will do some work over the summer to review previous data and work on the creation of the survey. The survey would then be conducted in the Fall.

An attendee asked if anyone had read the results of the COACH Survey. Approximate 500 faculty completed that survey. The results indicated that support for Administration is way up. This needs to be taken into consideration.

Dr. Mo Hosni stated that many colleagues would probably like to join President Keen on Tuesday. Therefore, we may want to consider reserving Forum Hall and present the resolution to the President here, giving him an opportunity to speak to his plan. His feeling was that we want to retain our K-State sense of family and cohesiveness. He also noted many have stress in their lives and are tired.

Dr. Elizabeth Dodd asked if it would be more effective to meet in Forum Hall or to meet in the President's Office and asked if it would possible to ask the will of the body gathered here today.

President Keen requested a straw poll vote in response to this question. The majority voted that the meeting should be at the President's Office at 11:15 a.m. on Tuesday, May 21, 2013.

Moved and seconded to adjourn. Motion carried.