

**GENERAL FACULTY MEETING**  
**Thursday, September 5, 2013; 5:00 pm**  
**Alumni Center Ballroom**

Faculty Senate President Julia Keen called the general faculty meeting to order at 5:00 p.m. She covered the agenda for this meeting which included voting on the revisions to the Faculty Senate (FS) constitution and a brief presentation by President Kirk Schulz followed by a question and answer period.

President Keen summarized the significant constitutional changes: 1) the addition of a professional staff affairs standing committee and 2) clean up outdated language and procedures. The Professional Staff Affairs (PSAC) standing committee was proposed by the General University Caucus and will closely cooperate with the Faculty Affairs Committee. The makeup of the committee's membership is crafted in the same manner as FSCOT and FSCOUP, two other permanent standing committees of Faculty Senate. Its primary purpose will be to deal with issues relating to K-State's unclassified professional staff. Members would consist of faculty and unclassified professionals. The chair of PSAC will also sit on Faculty Senate Leadership Council. The proposal has been through the FS Executive Committee and FS.

President Keen asked for a motion. Drew Smith moved to accept the constitution as proposed. The motion was seconded. No discussion. President Keen clarified that, according to the Constitution, only faculty members with a position of instructor or above could vote. Motion carried.

President Keen then discussed the implementation of these changes. The PSAC will begin meeting in November; however, they will meet with the Faculty Affairs committee on October 15<sup>th</sup> to elect a chair and discuss agenda items for the year. Caucus chairs were sent an email request to select members for the committee.

A motion was made and seconded to close the business portion of the meeting. Motion carried.

**PRESENTATION BY UNIVERSITY PRESIDENT KIRK SCHULZ**

President Schulz shared a presentation that recognized the areas that set records this year:

Enrollment (total, freshman class, diversity)  
Research Grants and Contracts  
Philanthropy  
Alumni involvement in K-State activities,  
Athletics Big 12 championships  
All University Campaign (42+%)

**Major Initiatives:**

University Budget Committee with wide representation across campus  
Strategic reallocation of internal funds  
Balance tuition and fees increases with affordability  
Strategic management of fund balances  
Improved messaging of value of "research university" to elected officials  
NBAF(\$1B project) and Vice President for Research transition

**Human Capital Initiative:**

Combine HR, Academic Personnel, Affirmative Action into new combined unit (July 1, 2014)  
Hire a VP to lead and manage this area  
Unclassified Professional Task Force, etc  
365 Day Campus – "9 month myth" still prevalent

DCE is asking units to be very strategic in course planning – 80% of the money will now be provided up front.

University-wide Climate Survey

Committee to be announced shortly

We have an outside firm assisting with the survey

Will be important to administer on a periodic basis to determine trends

Classified Staff votes in November 2013

Continued creative work on Faculty and Staff compensation (13<sup>th</sup> month, buy-out, etc.) looking at creative ways to help assist with the compensation challenge.

### **QUESTION AND ANSWER**

A faculty member commented on the combining of HR, Affirmative Action and Academic Personnel into one unit. She stated that she is concerned because she was attracted to K-State by the fact that Affirmative Action did not report to HR. This may inhibit diversity. She asked for some assurance as to how this will work. President Schulz stated that this was a decision based on the Aon Hewitt report and that decisions regarding exactly where various responsibilities will reside have not been made.

Another faculty member referred to the 13 month option that President Schulz mentioned and stated that, since we have so many 9-month faculty, has a 10-month plan been considered? President Schulz responded that options are just now being looked at.

Dr. Gary Conrad/Biology: Stated he has been flabbergasted that administrative salaries have increased 43%, while faculty salaries have barely advanced. How can faculty feel any confidence that administration really has the faculty welfare at heart? President Schulz stated that it is obvious that a substantial percentage of faculty share his feelings. He stated that new hires cost more to bring in. We do need to invest the same in faculty and they are trying to go down that road. They need to continue to work on this challenge and he feels assured that faculty will continue to hold them accountable.

Dr. Elizabeth Dodd/English: She referred to last slide about continuing creative work and asked about the relationship of sub-average salaries to a top 50 research institution. President Schulz stated that over the summer they have been puzzling over the 4% budget cut. Ways to fund the items they have committed to have to be found. The problem is that in order to find that kind of money, tuition would have to be raised 15%. So the summer was spent on looking at creative ways to find additional revenues. We are going to have to get support from the State. Over the next couple of years, they are going to work hard to be able to fulfill what has been committed to and moving to a more private school model is being considered.

Dr. Barbara Anderson/Apparel, Textiles and Interior Design: Why isn't the new VP of Human Capital going to directly report to the VP of Administration and Finance and why is Academic Personnel going under the VP for Human Capital. President Schulz stated that some of the functionalities do belong in HR while some will remain with the Provost. The VP of Administration and Finance needs to be able to focus on university finances and administration i.e. physical plant.

Dr. David Graff/ History: What is the composition and purpose of the strategic tuition planning committee? The committee is run by our Student Senate with the president of FS sitting on the committee. This structure has been in place for many years. All the committee has traditionally done is to make recommendations to the president. Faculty do not have a very large role in the committee.

Dr. Mickey Ransom/AGRON: What is KU doing to allow them to rank 4<sup>th</sup> in faculty salaries in the Big 12 while K-State ranks last. Their tuition is significantly higher than ours.

FS President-elect Dave Rintoul stated that one of the things that could be a solution is if we can raise more money for scholarships which would help students as well as bring tuition up. It seems this would be a win-win. President Schulz stated that he feels we really need to focus on academic infrastructure.

Dr. Angela Hubler/Women's Studies: It is her understanding the reason we are in the position we are versus KU is that KU, when they got tuition ownership, invested in faculty salaries. It was pretty dispiriting to faculty when the tuition proposal was presented to BoR and faculty salaries was not in it. Frankly it hurt. She stated she was glad the Regents sent administration back to re-work the budget. President Schulz stated that he took full responsibility for the proposal that went to the BoR. Friday they were still hearing that the budget would remain flat. Then on Sunday they found out we would be facing a 4% budget cut. A proposal had to be in by Tuesday so he perhaps panicked a bit. Prior Regent Boards were not concerned about faculty salaries and using tuition to compensate faculty and staff. Now we have a set of Regents that understand these needs which offers some optimism. As for KU, the decisions they made 15 years ago were obviously farsighted.

Dr. Brian Spooner/Biology: It seems that if faculty salaries were a priority, the guidelines in the Faculty Salaries Task Force report would be attainable. President Schulz stated that they will be presenting a budget plan soon.

Dr. Roger Adams/Past FS President: He stated that for 15 years we have consistently dealt with recruitment and retention issues which are directly related to salaries. Are you opposed to having a percentage of funds raised from Athletics, and other monies raised, targeted for faculty salaries? President Schulz stated that he is opposed to this idea.

Dr. Alex Matthew/Civil Eng: He stated he has been at K-State 30 years. Students are starting at salaries that compare to an assistant professor. We should make a pledge to beat KU in football, basketball, *and* faculty salaries. President Schulz said we have to balance tuition increases with enrollment i.e. if enrollment decreases, we could have a problem. They are developing a 3-year plan which is a start.

Dr. Mickey Ransom/AG: He asked at what point do we consider the 2025 goal dead? Based on figures that he has seen, he doesn't see how we can reach the 2025 plan. President Schulz stated that we are starting to make some progress ... people are donating because of the 2025 plan; they see us moving somewhere. Senator Ransom stated that he needs to convince us that there is a strong commitment to faculty salaries.

President Keen closed the meeting at 6:08 p.m.

Submitted by: Loleta Sump, Faculty Senate Secretary

Video stream of 9/5/13 General Faculty Meeting: <http://www.k-state.edu/facsen/genfacmeetings/>