

Kansas State University Faculty Senate
Faculty Affairs & Professional Staff Affairs Joint Committee Meeting
Minutes
February 19, 2019

3:30 p.m. – Business Building 4061

Present: Mary Anne Andrews (Human Ecology – Via Zoom); Kelly Briggs (Education; Co-Chair); Mishelle Hay McCamant (Agriculture); Ashley Thomas (Business Administration; Co-Chair); Mal Hoover (Veterinary Medicine); Alice Anderson (K-State Libraries)

Non-Voting Attendees: Lynn Carlin (Liaison for the Provost)

Alternate Attendee: Maria Beebe (General University)

❖ **Call meeting to order**—Amy Betz (Co-Chair)

❖ **Introductions**

➤ Jay Stephens and Gary Leitnaker

❖ **Presentation of the Issues**

- Term faculty/staff cannot serve on or vote for faculty senate
- Term faculty/staff do not receive dependent tuition assistance benefits
- Lack of consistency at departmental level regarding rights for term employees
- No clear path to become a regular employee
- What are some of the driving factors to have term employees?
 - Some units have some unique revenue streams
- Notes from meeting in 2001 that said this was a growing concern
- Also concerns about defining part-time vs temporary in higher education

❖ **Review Data and Examples**

- Term employees are growing (1,300 full time term employees)
 - This data needs to be broke down into what areas these people are in
 - Need to look at those that have been here at least 5 years or 7 years
 - Have a spreadsheet that can look a lot of these items, but it doesn't show how they are funded
 - HCS feels confident they can get funding sources
- 1,100 term employees have been at K-State more than two years
- 250 are extension
- ~400 are instructors, teaching professors, advisors
 - Who is making the decision if the employee is term or regular appointment?
 - Mostly coming from the departmental levels
 - Specific examples of believed disparities between two positions within the same office were shared
 - Currently spend over \$1 million toward employee tuition assistance and about \$680,000 on dependent tuition assistance
- Examples of inequities in departments
- Example policy from Stony Brook University (see attached) – Provost would like to see 2 different procedures not a single one as seen in the Stony Brook policy
- Ethan Erickson needs to be brought in to discuss the impact on budget from this proposal
- More term appointments being created from tuition dollars (coming from general use funds)
 - These are not hard dollars, tuition revenue has been going down
- Perception and concern of campus community is that conversation focuses more on budget discussion and more attention needs to be directed toward value of retaining faculty/staff

- Term positions are going to be set-up different between every unit head and dean
- How does this work with the new budget model?
 - A lot of the money will be flowing to the colleges, so how does that impact the decisions they will make

❖ **Clarification and/or research needed by HCS**

- What are the barriers for hiring regular appointments
- Waiver policy—what is the policy on using this? Is there a policy?
- Specific policy for term to regular appointments
- Interest Areas – Jay Stephens:
 - Can we create a path for people moving from term to regular?
 - We need to explore the benefits
 - How do we determine when it is appropriate to hire a term position vs a regular position?
- Is there value in having a different policy for staff vs faculty?
- What is the reality of how these positions are funded?
- What about re-wording policy to allow term employees to take part in departmental meetings?
 - Would this shift leverage of non-tenure track to dictate policy or move the department in a different direction?
 - If wording is removed then departments and colleges could decide themselves if term employees can vote or take part in meetings – not restricting those possibilities for term employees
- Some institutions in other states give full waiver of tuition for dependents – need to look at the numbers with Cindy Bontrager
- We can't give raises right now, so we need to think about the cost of these benefits, where does the funding sit against these?
 - Actual cash money is being used to pay tuition, other institutions don't pay it this way
- Only permanent lines are tenure-track faculty and regular appointment staff

❖ **How do we move forward?**

- Task force to review the Stony Brook policy, need to look at other examples from other institutions – only a few states have a similar 3 tier models to our USS, Unclassified Staff, Faculty – look at how other State of Kansas Institutions handle this
 - Need to get budget information from Ethan Erickson
 - HCS will look at non-tenure positions, where they are, how long, and funding sources
- ❖ Another joint meeting – April 2, 2019 (first Tuesday in April) – 3:30 pm – room TBD – invite Ethan to meeting

❖ **Next Professional Staff Affairs Meeting March 19, 2019, 3:30 pm.**

❖ **Adjourn**