

Kansas State University Faculty Senate
Faculty Affairs & Professional Staff Affairs Joint Meeting
Minutes

April 2, 2019, 3:30-5:00pm

3:30 p.m. – Business Building 3046

Present: Mary Anne Andrews (Human Ecology); Mishelle Hay McCammant (Agriculture); Ashley Thomas (Business Administration; Co-Chair; Alice Anderson (K-State Libraries); Rob Caffey (General University), Chassy Nichols (Engineering – Via Zoom); Alyssa Wendel (Technology & Aviation – Via Zoom); Christina Hauck (Arts & Sciences – Via Zoom); Laurie Chandler (Extension);

Non-Voting Attendees:

Alternate Attendee: Maria Beebe (General University)

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

❖ **Presentation – Jay Stephens**

- As of March 9th Payroll
- 1251 term employees on campus – Ag the largest at 259, Vet Med 245, A&S 215
- Top 3 colleges 76% restricted funding out of Ag, Arts and Sciences 56% restricted funding out of Vet Med
- Ag less than 5 years - 173 same for Arts and Sciences, Vet Med has 218 less than 5 years
- 67 term employees here more than 15 years
- 71 term employees here 11-15 years
- 168 term employees here 5-10 years
- 945 term employees have been here less than 5 years
- Vast majority on unclassified are research assistant, post doc, program assistant, project assistant, etc
- Vast majority of faculty are instructors, visiting professors, etc.
- 55 term employees are USS, 257 are faculty, remaining 888 term employees are Unclassified Staff
- To be eligible for tuition assistance you need to be .9 FTE - employee tuition assistance received at .9, but not dependent and spouse tuition assistance
 - 1249 are more than .5 FTE but not necessarily .9
 - 2 are less than .5 FTE

❖ **Path to move from Term to Regular**

- Currently it is up to the unit
- Funding changes even within a year from state funding to restricted fees
- Need something that is equitable
- Instructors coming in one department as regular and another department as term
- USS being converted to unclassified and some even unclassified term to create cost savings to units
- Not only do employees not know if they are term or regular employees, but often those hiring don't know the difference
- Long term employees retire in regular appointments, in some cases the new hires are being advertised as term appointments
- Units have to provide no justification for term appointments when submitting new positions
- HCS website does not show that the benefits listed do not apply to term employees
- Biggest issue to address is dependent tuition assistance for term employees
 - With declining tuition can we afford this?
 - Are people leaving because of this? – this is what we need to look at
 - Oklahoma does this – they do a waiver of the tuition revenue
 - Overall operational cost does not increase
 - They don't collect revenue
 - Increasing alumni is a good thing
 - ◆ Where is the data that this isn't already happening without dependent tuition assistance?

- Where is the data that says we are treating all employees fair? As an institution we need to look at people doing the same work as others and not getting the same benefits. As an institution we need to think about how we treat our employees.
 - We aren't getting raises, but this is a benefit for some employees
 - They are still generating fees that benefit the colleges and the university
 - If we did this we would have to increase our central scholarship pool which means that money can't be spent elsewhere. – From a strategic investment perspective is this where we want to invest our money?
 - Currently if the supervisor signs off on a tuition waiver they just process it regardless of FTE
 - Scholarship is 25% tuition revenue and state funding
 - A faculty member may work in one college, but his/her child may generate fees in a different college, but student still generates additional hours that have to be paid for out-of-pocket – it is much like a business dropping prices to generate more business
 - Some scrutiny comes from the state about how much money can be given away
 - This would buy a lot of good will with people – this is something that boosts morale
 - Let's start with those that have been here 5+ years, that would capture a lot of people that have been misclassified
 - If we have extra money is this where the money needs to go?
 - What about those people that make \$30,000 or less a year?
 - What about paid parental leave?
- Where do we move forward from here?
 - Get funding sources figured out for those that have been here for more than 5 years, so we have a better idea of what we are dealing with
 - Look at turnover rates of term employees
 - Look at how many are .9 FTE

❖ Other Items

- Nowhere online do the job descriptions show term or regular appointments – Talent and Acquisition needs to be notified of this
- Wording is not clear who can vote for non-tenure track promotion, non-tenure that have already been promoted aren't clear if they can vote on non-tenure track that haven't promoted

❖ Adjourn

Next meeting: April 16, 2019, 3:30-5:00pm, Business Building Room 3046