

**Kansas State University Faculty Senate**  
**Faculty Affairs Committee**  
**Minutes of meeting, held**  
**Tuesday, 7 May 2024, 3:30 pm**  
**Zoom <https://ksu.zoom.us/j/837797836>**

- **Call to Order - Faculty Affairs** – Brad Cunningham (co-chair) called the meeting to order. Others in attendance included Tareque Nasser (co-chair), Amir Bahadori, *guest* Karin Westman, *guest* Lisa Tatonetti, *guest* Andy Thompson, *guest* Laurel Moody, LaBarbara Wigfall, Roger Adams, Ashley Noll, Tanya González, Paige Adams, Eve McCulloch, Anthony Ferraro, Rachael Clews, Grace Liang, Cliff Hight, and Justin Kastner (secretary). Current members not in attendance included K.C. Olson, for whom Brad will serve as proxy. Other incoming new members who were not in attendance included Jessie Vipham (replacing K.C. Olson), Martha Smith Caldas (replacing Eve McCulloch), Brandon Savage, and Kristin Anders (replacing Anthony Ferraro).
- **Approve the April 16, 2024 Minutes** – The minutes were approved without objection.
- **Handbook F62 an F63 Excused Absence Policy Revision -**
  - Guests Andy Thompson and Laurel Moody had sent out a proposed amendment to this policy. Brad noted that this policy was approved by Academic Affairs at their April 16th meeting.
  - From the perspective of the FA committee, the key issue is whether or not the amended policy ought to be incorporated into the Handbook.
  - There was a lengthy discussion about the revised policy’s proposed responsibilities for the faculty member, including newly stated accommodations for two specific situations that students may face: (a) hospitalization/health specialist appointments, which are often difficult to reschedule, and (b) the need to attend a career fair.
  - Several senators asked questions and voiced concerns about the proposed accommodation for career fair-related absences.
  - After an active and somewhat protracted discussion, the FA committee voted to NOT approve the policy in its currently proposed amended form.
  - Committee voted to remove bullet point five stating “Instructors are responsible for allowing opportunities for students to complete work while missed for an excused absence within a reasonable timeframe.” b/c it is redundant.
  - So that the FA committee might still accept some, but not all, of the proposed amendments, Justin moved (and it was seconded) that the FA committee adopt the changes regarding hospitalization/specialist appointments, but NOT the career fair-related language. **This was voted on and unanimously approved by the FA committee.** Cliff said the HBC does not need to further weigh-in on this, and Brad said the policy would be sent to FS exec!
- **Special request regarding a retiring faculty member with a special situation:**
  - Lisa Tatonetti and Karin Westman (English department) explained how Roger Friedmann (who is the custodian for his grandson) was not aware that the KSU tuition-assistance benefit would lapse if he retired. Roger, age 72, is set to retire.
  - The FA committee then considered two items of business:
    1. Should the FA committee endorse a stand-alone, one-time exception to the current policy to support Roger accessing the tuition-assistance benefit? **This one-time exception was proposed, and it was unanimously approved in light of Roger’s unique situation.** The endorsement will be passed on to FS exec for an official Senate vote.

2. An actual change to the university-wide policy, to be edited to include, for example, retiring employees of more than 10 years of service (or similar) who have legal dependents? A lengthy discussion followed, with Lisa acknowledging that there have been other unsuccessful efforts to modify the policy. Discussion ensued, and Justin suggested that any wider policy change should simply be given to the incoming HR consultant, which KSU is hiring to review a number of compensation- and benefits-related issues. Tareque noted that any wider changes to the policy would be also be a financial consideration for the wider institution. Roger gave some historic perspective on past efforts to change the policy, noting that finance-related objections are not justified, and encouraging a broadening and expansion of the tuition-remission policy—and get to what KSU’s peer institutions do for tuition benefit for employee. Tanya shared a bit about her efforts (including preparation of a white paper) and the misunderstanding of the financial impact of the benefit; since this is technically a matter of compensation/benefits and not policy, Tanya encouraged the FA committee to support this, but recognize that it would need to be raised up by FS leadership to President Linton and the new Provost to change look into expanding the benefit to employees. Amir expressed concern about the consultants perhaps not support the policy, so he advocated the FA committee formally express support for an expansion of the policy. Rachel emphasized that the changing nature of parenting (including, for example, non-traditional families with grandparents raising grandkids), which further justifies changes to the policy. In the end, it was agreed that the FA committee simply express support for the expansion of the policy; Brad agreed (and Roger and Anthony volunteered to help) to draft a statement to encourage the consultant to consider such an expansion of the change.

- **Committee Reports**

- ◆ **Salaries and Fringe Benefits Committee:** No report was provided. However, Brad noted that the non-tenure-track proposal/document was passed along to FS exec and approved; it was be presented for consideration at the next FS meeting.
- ◆ **University Handbook and Policy Committee:** Cliff noted that B95 (CCOP) changes had been passed on from the Handbook Committee, and Brad and Cliff agreed to connect on a minor change.

- **Upcoming elections**

- Brad noted that he has put his name forward for President of Faculty Senate.
- Brad noted that, should he not serve as President of Faculty Senate, he was willing to be the “little c” co-chair for the FA committee.
- Tareque noted that Brandon Savage was willing to consider serving as co-chair.

- **Adjourn** - The committee adjourned.

- **Next meeting: May 21, 3:30pm**

- ◆ Zoom: <https://ksu.zoom.us/j/837797836>