

**Kansas State University Faculty Senate
Faculty Affairs Committee
Minutes**

Tuesday, Nov 5th, 2024, 3:30 pm

Zoom <https://ksu.zoom.us/j/96438217422>

- **Call to Order - Faculty Affairs – Brandon Savage (co-chair); Brad Cunningham (co-chair)**

Attendance:

Name	College	9/3/24	9/17/24	10/1/24	10/15/24	11/5/24	11/19/24	12/3/24	12/17/24
Jessie Vipham	Agriculture	E	X	X	E	A			
LaBarbara Wigfall	Architecture, Planning, and Design	X	X	X	X	X			
Martha Smith Caldas	Arts and Sciences	X	X	X	X	X			
Brandon Savage	Business Administration (Co-Chair)	X	X	X	X	X			
Grace Liang	Education		X	X	A	X			
Amir Bahadori	Engineering	X	X	X	X	X			
Rachael Clews	Extension		X	X	E	E			
Paige Adams	General University	X	X	X	X	X			
Ashley Knoll	General University (alternate)	X	X	X	X	X			
Kristin Anders	Health and Human Sciences	E		X	X	X			
Roger Adams	K-State Libraries	X	X	X	A	X			
Merta Scott-Hall	Technology & Aviation, K-State Salina		X	X	X	X			
Brad Cunningham	Term Appointment (Co-Chair)	X	X	X	X	X			
Michael Apley	Veterinary Medicine	E	X	X	X	X			
Alexa Hasettine	Student Representative		E		X	X			
Tanya González	Liaison for the Provost		X	X	X	X			
Charlotte Self	Liaison for Human Resources		X	X	X	X			

E = Excused, X = Present, A = Absent

Minutes:

Approval of Notice of Non-Renewal Policy

Brandon Savage led the discussion on the approval process for the Notice of Non-Renewal (NNR) policy, emphasizing that it allows for both performance and non-performance-related issues. Performance-related NNRs will be disclosed and made grievable, reflecting the language agreed upon through extensive negotiations with administration and faculty senate leadership.

Brad Cunningham supported Brandon’s comments, highlighting the thorough back-and-forth discussions that shaped the policy. Both noted that the turnover on the Faculty Senate and administrative sides has contributed to delays, though Provost Jesse Mendez has demonstrated a commitment to shared governance and re-establishing trust.

Concerns and Clarifications

Roger Adams voiced concerns about anonymous discussions within shared governance and their potential to create perceptions of retaliation. He also raised questions about the KBOR policy focusing on exceptions that appeared to be omitted in the proposed revisions.

Roger and Brandon discussed the implications of a grandfathered class established by the university prior to July 2023, particularly for unclassified professional staff. Tanya González clarified that the grandfathered class applies only to employees established before July 2023 as part of pre-existing agreements by other institutions like Wichita State, which had already implemented similar policies.

Debate on Grandfathered Class and Policy Alignment

Roger Adams argued that the removal of specific clauses in the KBOR policy risks disadvantaging vested unclassified professional staff. Brandon acknowledged the validity of Roger's concerns but suggested that these points be explored further with Leadership Council rather than holding up the current proposal.

Tanya González and Brandon discussed the interpretation of the grandfathered class in the KBOR policy, with Tanya explaining that it refers to institutions with established agreements prior to July 2023. Amir Bahadori questioned the distinction between policies at Wichita State and K-State, proposing that the issue be raised with leadership for clarity.

Approval of Policy Change

Brandon proposed approving the core concepts of the NNR policy, with additional handbook revisions and language alignment to follow in a second round. Amir Bahadori expressed a preference for approving all changes at once to prevent inconsistencies. Martha Smith Caldas emphasized the importance of reaching consensus to avoid significant scrutiny from the Faculty Senate.

Ultimately, the committee voted 7-2 in favor of approving the core concepts of the policy while committing to address alignment issues and Roger's concerns about the grandfather clause in subsequent meetings.

Committee Reports and Updates

Brad Cunningham presented the Section L academic review document, requesting committee members review the details of the program review process and provide feedback at the next meeting.

Paige Adams reported on the KBOR Faculty of the Year award and the expedited handbook process, noting both are still pending. She also updated the committee on term versus regular appointments, ongoing workload policy discussions, and updates on name and title changes being addressed by the university handbook and policy committee.

LaBarbara Wigfall and Amir Bahadori shared progress on their work to clarify the distinction between term and regular appointments, with data requests being coordinated through HR.

Appendix R Approval and Future Business

Roger Adams requested that the committee approve Appendix R, pending since May, and allow OGC to provide input later. Brad Cunningham supported this approach, citing current challenges with OGC turnover and delays.

LaBarbara Wigfall announced significant progress on the Coretta Scott King gardens of engagement, which has received support from the SGA and is moving toward approval from the Faculty Senate and cabinet.

Brad Cunningham concluded the meeting, noting no additional announcements or future business items. The meeting was adjourned.