

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

Tuesday, Dec 3rd, 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	A	X	
LaBarbara Wigfall	Architecture, Planning, and Design	X	X	X	X	X	X	X	
Martha Smith Caldas	Arts and Sciences	X	X	X	X	X	X	X	
Brandon Savage	Business Administration (Co-Chair)	X	X	X	X	X	X	X	
Grace Liang	Education		X	X	A	X	E	X	
Amir Bahadori	Engineering	X	X	X	X	X	X	X	
Rachael Clews	Extension		X	X	E	E	X	E	
Paige Adams	General University	X	X	X	X	X	P	X	
Ashley Noll	General University (alternate)	X	X	X	X	X	X	X	
Kristin Anders	Health and Human Sciences	E		X	X	X	X	X	
Roger Adams	K-State Libraries	X	X	X	A	X	E	X	
Merta Scott-Hall	Technology & Aviation, K-State Salina		X	X	X	X	X	E	
Brad Cunningham	Term Appointment (Co-Chair)	X	X	X	X	X	X	X	
Michael Apley	Veterinary Medicine	E	X	X	X	X	X	X	
Alexa Hasettine	Student Representative		E		X	X	X	X	
Tanya González	Liaison for the Provost		X	X	X	X	X	X	
Charlotte Self	Liaison for Human Resources		X	X	X	X	X	X	

E = Excused, X = Present, A = Absent, P = Proxy

Minutes:

Guests: Margaret Mohr-Schroeder

1. Discussion on Tuition Benefit Policy

- **Overview:**

Brandon Savage raised questions regarding the proposed changes to the tuition benefit policy, particularly the estimation of take rates, associated costs, and recruitment/retention benefits. Committee members discussed challenges in quantifying the financial value of retaining employees and attracting early-career hires.

- **Key Points Discussed:**

- Identifying peer institutions with similar policies to analyze take rates and costs.

- Potential opportunity costs: Seats filled by dependents benefiting from tuition waivers could come from unused classroom capacity, minimizing real costs.
- The need to clarify fee structures for on-campus vs. online students. Current policies and waivers were discussed as relics of pre-pandemic practices.
- **Action Items:**
 - Follow up with Amanda McDiffett (AVP in HR) and Marcy Ritter for historical data on tuition benefits.
 - Explore the possibility of tuition waivers being contingent on open classroom seats to minimize costs.

2. Update on Appendix R

- **Overview:**
 - The committee discussed the stalled progress of revisions to Appendix R. The revised document, developed by a working group under the University Handbook Committee in December 2022, has been with General Counsel since spring 2024.
- **Key Points Discussed:**
 - General Counsel's delayed feedback has hindered progress. The committee debated whether to move forward without input.
 - Roger Adams and Brad Cunningham emphasized the need for action, suggesting the committee push the revised version forward for approval.
 - Concerns were raised regarding the necessity of General Counsel's review and its role in mitigating potential liability for the university.
- **Decisions Made:**
 - Paige Adams will circulate the latest version of Appendix R to the committee for review.
 - The committee will vote on the document at the **next meeting** (scheduled for December 17).
 - General Counsel will be given one more opportunity to provide feedback before final action is taken.

3. Updates on Policies and Initiatives

- **Workload Policy:**
 - No significant updates reported. The ongoing review of workload and compensation policies includes a focus on ad pay and overload practices, which vary widely across colleges.
- **Budget Model Revision:**
 - The Provost has taken leadership of the budget model review, signaling a broader overhaul rather than minor adjustments. Concerns were raised about alignment with units' financial decisions.
- **Term vs. Regular Appointments:**
 - No new updates. The committee is awaiting data, which is expected in January.

4. General Discussion on Decentralization and Transparency

- **Overview:**

Brandon Savage initiated a discussion on the challenges and benefits of decentralization in university processes, including overload pay, HR practices, and transparency.

- **Key Points Discussed:**
 - Decentralization creates inequities across colleges and units, particularly in faculty compensation.
 - Centralization could improve efficiency, equity, and transparency but may face resistance from deans and unit leadership.
 - Tanya González emphasized the need to build structures that improve transparency without necessarily mandating centralization.
- **Action Items:**
 - Committee members were asked to gather feedback on the perceived benefits and pain points of decentralization to inform future discussions.