

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

Tuesday, Jan 21st, 2025, 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	1/21/25	2/4/25	2/18/25	3/4/25	3/18/25	4/1/25	4/15/25	5/6/25	5/20/25
Jessie Vipham	Agriculture	X								
LaBarbara Wigfall	Architecture, Planning, and Design	E								
Martha Smith Caldas	Arts and Sciences	X								
Brandon Savage	Business Administration (Co-Chair)	X								
Grace Liang	Education	X								
Amir Bahadori	Engineering	X								
Rachael Clews	Extension	X								
Paige Adams	General University	X								
Ashley Noll	General University (alternate)	X								
Kristin Anders	Health and Human Sciences	X								
Roger Adams	K-State Libraries	X								
Merta Scott-Hall	Technology & Aviation, K-State Salina	X								
Brad Cunningham	Term Appointment (Co-Chair)	X								
Michael Apley	Veterinary Medicine	X								
Alexa Hasettine	Student Representative	X								
Margaret Mohr-Schroeder	Vice Provost for Academic Affairs and Innovation	X								
Charlotte Self	Liaison for Human Resources	X								

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

Guests:

- Elizabeth Dodd
- Cliff Hight

Minutes:

The Faculty Affairs Committee convened with a quorum present. The meeting began with a motion to approve the minutes from the December 17, 2024 meeting. Committee members raised concerns about incomplete content in the prior minutes, specifically regarding discussions about the 90-day Notice of Non-Reappointment (NNR). It was decided to table the approval of the minutes until the missing information could be added.

Key Topics Discussed:

1. Appendix R Revisions:

Elizabeth Dodd and Cliff Hight joined the meeting to address questions about Appendix R revisions. They provided historical context and explanations of definitions and policies within the document, including the use of institutional resources, ownership of course materials, and dispute resolution mechanisms. Questions were raised about substantial versus de minimis use of resources, and it was clarified that department heads would largely determine thresholds. Concerns about revenue-sharing agreements for intellectual property were also discussed, with suggestions to align policies with current practices.

2. Transfer Hours Policy:

The committee briefly revisited the proposed change to the transfer hours policy to allow up to 75 credit hours from community colleges. Discussion centered on Academic Affairs' role in reviewing the proposal first and the potential for resistance from colleges. A consensus emerged to let Academic Affairs proceed before the Faculty Affairs Committee takes further action.

3. Notice of Non-Renewal (NNR):

The committee reviewed a proposal from the College of Arts and Sciences to classify employees hired before KBOR's policy change as a "grandfathered class," maintaining a 12-month notice period. Committee members debated whether such a class had been formally established. It was noted that Wichita State's approach might provide insight into defining grandfathered classes, though clarity was lacking. Concerns were expressed about contradictory interpretations of KBOR policy, with members agreeing to request that HR/OGC provide additional legal clarification.

4. KBOR Faculty of the Year Awards:

The committee discussed KBOR's proposed changes to the Faculty of the Year Awards, which now include three categories: Tenured, Tenure-track, and Non-tenure-track faculty. To expedite nominations, the committee considered using previously selected faculty award winners as candidates for this year, but ultimately decided to create an expedited call for submissions from each caucus to meet the May deadline. A subcommittee was formed to outline a nomination process, with members Jessie, Merta, and Martha volunteering.

5. Regents-Wide Tuition Benefits Proposal:

The committee reviewed a KBOR proposal to allow faculty and staff to utilize tuition benefits at any Regents institution. The discussion touched on logistical concerns, potential costs, and expected utilization rates. Suggestions included exploring data on current tuition benefit usage and implementing a pilot program to gauge interest.

6. Term vs. Regular Appointments:

Amir Bahadori presented data on trends in non-tenure-track faculty appointments. The analysis showed a consistent 55% of non-tenure-track appointments being term-based since 2018. He also highlighted the high reappointment rate for term employees and increasing lengths of service. The committee discussed how recent policy changes might influence administrators' willingness to convert term appointments to regular positions.

7. Workload Policy Updates:

Vice Provost Margaret Mohr-Schroeder reported progress on workload policies, with two colleges (HHS and Vet Med) having submitted their plans.

8. Centralization vs. Decentralization:

The committee briefly revisited this topic but did not report significant updates.

9. Performance Management and Handbook Compliance:

Concerns were raised about the alignment of new performance management policies with the university handbook. Committee members noted that unclassified professionals had not voted on changes, as required by the handbook. The issue was flagged for further discussion at the executive committee.

Action Items:

- Revise and finalize December 17, 2024, meeting minutes.
- Gather additional legal clarification on the grandfathered class argument for NNRs.
- Draft a streamlined process for KBOR Faculty of the Year nominations.
- Provide feedback on the Regents-wide tuition benefits proposal.
- Monitor progress on performance management policy alignment with the handbook.

The meeting adjourned with a reminder that the next meeting is scheduled for February 4, 2025.