

KANSAS STATE UNIVERSITY
COLLEGE OF EDUCATION
FACULTY AFFAIRS COMMITTEE

Minutes of Meeting - May 6, 2004

Members Present - Chairperson, Dr. Frank Spikes (FAE); Dr. Gerald Bailey (EDADL); Dr. Paul Burden (EDEL); Dr. Jackie Spears (EDSEC), Dr. Adrienne Leslie-Toogood (EDCEP), Dr. Bob Zabel (EDSP), Wes Pike (UG Student) and Dale Shippo (CSPS). 100% Attendance - CONGRATULATIONS!

The minutes of the April 1, 2004, meeting were approved.

Dr. Spikes introduced Roger Adams, Associate Professor and Rare Books Librarian, who is chairperson of the KSU Faculty Senate Faculty Affairs Committee. Roger mentioned the three primary areas of responsibility for that committee and they are:

1. General welfare of the University Faculty - serves as a go-between between the University Administration and Faculty Governance;
2. Responsible for the sections of the Faculty Handbook relating to the faculty grievance procedure - Section G and Appendix U - and the Chronic Low Achievement Policy or CLAP. More on that below.
3. Salary/Compensation Issues - the University appears to be losing many people once they obtain Associate Professor status because of higher salary offer from other universities.

CLAP - this policy goes into effect when a tenured faculty member has received a below standard achievement evaluation for two consecutive years. The policy sets up a procedure for the faculty member and an administrator to work out an improvement plan and provides for a quarterly review of the plan to see if progress is being made. This can be over a two year period. It was noted that only one tenured faculty member has been terminated in the past seven years. Roger expressed some concern that it appears that policy is changed to meet the practice rather than policy determining the practice, which it should, in regard to the Chronic Low Achievement Policy. It is up to the various departments to define the critical areas to be used for evaluation as well as the criteria to be used to see if the critical areas are being met.

An upcoming issue the Faculty Senate Faculty Affairs Committee will deal with is "classified research." While this term is normally associated with secret research conducted for the defense industry, the definition used in the KSU Handbook is based totally on the control of information related to the research and not to the nature of the research nor the source of funds. Any research funded by any public or private entity, regardless of the topic, where any decisions as to the dissemination of information about that research are definitely controlled outside of KSU is considered classified research. The current policy of not allowing such research unnecessarily restricts the University from competing for research funding, is a hindrance to recruiting top researchers in some areas and hinders the professional advancement of some faculty members. The University and its faculty can better serve Kansas and society and better fulfill their true potential if this policy is modified.

Some suggestions for the COE Faculty Affairs Committee to do would be to encourage people, including new faculty members and administrators, to read the Faculty Senate minutes; get people involved in Faculty Senate and its many committees as well as University committees, and keeping oneself informed.

TEVAL - Dr. Zabel indicated that the TEVAL process will switch from paper evaluation to on-line evaluation on January 1, 2005. A Faculty Senate Task Force will work on this change through the summer and submit a full report to the Senate in October. Dr. Bailey expressed concern that the number of evaluations will drop with the new system--he has experienced this in his own on-line class. He also feels that both data collection and the use of the data need to be studied--the current system is open to misuse and abuse--and the whole process needs to be reviewed.

Dr. Spikes asked the committee to look at the recommendations submitted by Dr. Jennifer Bay Williams regarding the selection of the Graduate Faculty Teaching Award. He asked members to email him with their thoughts on these recommendations.

The next meeting will probably be on the first Thursday in September, 2004.