

# College of Humanities and Social Sciences College Faculty Council

**Minutes**

**October 8, 2019  11:00am  SO 5012**

Meeting called to order at 11:00 am.

Attending: Drs. Arnett, Aust, Churella, Giddens, Graf (proxy for Santini), Hedeen (co-chair), Long (dean), Majumder, Martin, McMahon-Howard (co-chair), Pieper, Sen

*Bylaws Review*

1. ISD Bylaws (review/discuss/approve)
   1. Requested discussion of ISD Bylaws; no discussion.
   2. Bylaws unanimously approved.
2. HSS CFC Bylaws (review/discuss)
   1. Requested discussion of HSS CFC Bylaws to update the bylaws to include newer departments/schools, update the rotation/terms of the CFC representatives from each department/school, and add a clause about the CFC bylaws not superseding other CHSS, KSU, or BOR policies.
   2. Question regarding what is the nature of Article VII (Relationship to Other Governing Rules and Regulations). Short discussion ensued acknowledging the HSS CFC Bylaws do not supersede what appears in the KSU Faculty Handbook.
   3. Bylaws unanimous approved.
3. Proposed changes to CHSS Bylaws
   1. Requested discussion regarding proposed changes to CHSS Bylaws to change the composition of the CHSS P&T committee from two representatives per department to one representative per department.
   2. The proposed change to the CHSS P&T committee was discussed and given support last year by Chairs/Directors and by the CFC.
   3. The Deans office noted that a CFC vote to approve the CHSS Bylaws must not take place until after CHSS faculty approves it. After that point, the CFC can sign off on them.
   4. The Dean’s Office will conduct the vote at the CHSS Faculty level soon.

*Continuing business*

1. Action items from last meeting
   1. Merit raise formulas used in CHSS.
      1. The dean noted he is waiting for the Chairs to share merit raise formulas at this time.
      2. This item will be addressed once he receives input.
2. Compensation/credit models for undergraduate, graduate supervision
   1. Further details to come. Checking for exisiting models college-wide.

*New business*

1. Dean’s topics for consultation with CFC or faculty colleagues
   1. Dean Long noted the provost is forming a salary compression and inversion task force at this time. He has been asked to serve on the task force.
   2. Dean Long discussed the possibility of having a CHSS Lecturers’ Caucus. He offered that some CHSS lecturers had approached him and asked about forming a lecturer caucus. The request was for the group to be informal (ex. no official Bylaws), open to all lecturers, and optional for participation. The goal is to have a group where lecturers can discuss the issues that uniquely concern them. CFC representatives indicated support for such a group, but no recommended action was offered by the CFC. The CFC will wait to hear more about this group as more lecturers in the college show interest in the idea and get involved.

c. The dean introduced a R2 Roadmap/Strategic Planning Process for review and feedback from the CFC. He proposes forming a Superordinate committee based on the three areas (undergraduate, graduate, and research) in order to take into consideration key college stakeholders. The dean is open to feedback on the roadmap at this time.

d. The dean is also seeking additional feedback on the Passport Program he proposed for the college. The program aims to integrate more strategic experiential experiences across the college.

e. The dean is open to feedback on the CHSS transdisciplinary innovation hubs proposal. Proposed research hubs include a health, tech, and a sustainability hub at this time.

1. Faculty topics for consultation with Dean
   1. Salary compression and inversion
2. The discussion was opened with an explanation that the CFC co-chairs requested the data on HSS Annual Year Salaries 2019-2020 in order to follow-up on the issue that a CFC representative raised at our last CFC meeting in regard to the possibility that 2020-2021 salaries for new Assistant Professors will exceed the salaries of most full professors in the department.
3. Current deidentified HSS Annual Year Salaries 2019-2020 were reviewed. Data were sorted by rank and salary (by college and then by department) to identify points of current inversion and to examine possible points for future inversion as a result of the new Assistant Professor salaries in 2020-2021.
4. A lengthy discussion took place among CFC representatives and included several points:
   1. In past years, when there has been an abundance of funds, that money was directed toward salary inversion needs.
   2. A CFC representative commented that adjustments for equity for full professors have been rare and insufficient. Years in rank needs to be an issue.
   3. Another CFC representative noted the current storyline in the media is that faculty are portrayed as making more than they actually earn.
   4. Another CFC representative noted that KSU would not be able to replace outgoing faculty with the university’s new R2 status.
   5. Another stated that at times full-time faculty are replaced with lecturers.
5. CFC representatives were encouraged to review the data and prepare to continue the discussion about compression/inversion issues at future meetings.
   1. Process for Revising the Workload policy in the CHSS P&T Guidelines
      1. A CFC representative noted that the CHSS Workload Policy was rushed through an approval process last Spring and that the faculty did not hear any more about the policy after the college announced that it received enough votes to pass.
      2. After the CFC requested a status update on the CHSS Workload Policy, the Dean’s Office noted that it still needs to be signed off on by the chair of the CHSS P&T Committee and then it will need to be approved by the next level.
      3. Since CFC representatives expressed an interest in making some revisions to the CHSS Workload policy (ex. to clarify the appeals process), a CFC representative discussed the proper procedures for revising the CHSS P&T Guidelines (form a task force by having each DFC nominate two faculty and then having the Dean select the task force members in consultation with the CFC). A recommendation was made that a task force be formed to revise these guidelines. Dean Long agreed to follow these policies to form a task force to work on revising the workload policy.
   2. CHSS Standard Class Size Task Force
      1. A CFC representative raised a concern about the formation, composition, and purpose of the CHSS Standard Class Size Task Force.
      2. Dean Long offered that at the current time, sizes of classes in the college appear to be arbitrary and there are large inequities in regard to the number of students faculty are teaching in their classes across the college. The dean is seeking input from the chairs, assistant chairs, and directors, faculty on how to benchmark various class sizes.
      3. A CFC representative raised a concern about the composition of the task force (mainly assistant/associate chairs from departments with smaller classes).
      4. Dean Long indicated that the college formed a task force based on faculty nominations from departments. The task force has been charged with a fact-finding mission - to gather information on current class sizes in each department and compare this information to class sizes at comparable institutions. The task force will use this information to make a recommendation to the dean regarding standard class sizes
      5. A CFC representative asked that attention also needs to be given to graduate programs.
   3. Office space allocation and reorganization (concerns regarding transparency and fairness, chair’s discretion, department domains, and CHSS responsibilities and jointly appointed faculty concerns). (This item was not addressed.)

*Closing*

1. Action items from this meeting include:
   1. The CFC is planning to help in revising the current workload policy.
   2. CFC representatives should notify their department colleagues that the Dean’s office is going to send an email to the CHSS faculty soon take a vote regarding CHSS Bylaws.
   3. The dean is set to circulate the proposed R2 Roadmap for feedback before the road

map is finalized.

Meeting adjourned at 12:23 PM.

Minutes taken by Philip Aust.