

MINUTES

**Kansas State University Faculty Senate Meeting
June 9, 1998 3:30 p.m. Little Theater, K-State Union**

Present: D. Anderson, Aramouni, Charney, Clark, Clegg, Conrow, Cushman, Deger, Delker, Devault, Dodd, Dubois, Fenwick, Geiser, Glasgow, Grunewald, Holden, Johnson, C. Jones, Kassebaum, Koelliker, Krstic, Legg, Lynch, McClaskey, J. McCulloh, Michie, Miller, Ossar, Ottenheimer, Pence, Ransom, Raub, Schmidt, Stewart, Swanson, Takemoto, Taylor-Archer, Wissman, Zabel

Proxies: Foster, Gray, Oukrop

Absent: P. Anderson, Atkinson, Baker, Barkley, Behnke, Briggs, Canter, Consolvo, Deluccie, Devlin, Eckert, Exdell, Fenton, Finnegan, Fjell, Flores, Hamilton, Higgins, Hightower, Hosni, Jardine, J. Jones, Keiser, Kirkham, Laughlin, Lehman, Liang, Mann, Martin, Mathews, K. McCulloh, Mosier, Rahman, Reeck, Rush, Salsberry, Schapaugh, Schroeder, Shultis, Stein, Verschelden, Weiss, White, Zajac

- I. Past President Legg called the meeting to order at 3:33 p.m.
- II. Minutes of the May 12, 1998 meeting were approved.
- III. Announcements
 - A. A list of all approved General Education courses has been put on the WWW at the following site: <http://www.ksu.edu/registrar/enroll/gened.html>.
 - B. Senate Bill 11 has been signed into law. It puts people who have had KPERS membership at Regents' institutions into three categories:
 1. "Group A" – Regents plan members who are prior-service only members of KPERS, consisting of those with service as a faculty member at a Regents institution prior to January 1, 1962, which counts as KPERS "prior service."
 2. "Group B" – Regents plan members who are inactive KPERS members, consisting of those with some "participating service" in KPERS, whose participation in the Regents plan commences prior to July 1, 1998.
 3. "Group C" – Regents plan members who are inactive KPERS members, consisting of those with some "participating service" in KPERS, whose participation in the Regents plan commences on or after July 1, 1998.

KPERS benefit will be based on the higher of Regents or KPERS final average salary (FAS) for those in groups "A" and "B." The KPERS benefit will be based on KPERS FAS for those in group "C".

- C. It is still uncertain what the University will do about subsidized health insurance for GRAs/GTAs. Graduate assistants who work 750 or more hours per academic year qualify for .5 support of health insurance but no money has yet been allocated by the legislature to cover the expense.

IV. Standing Committee Reports

A. Academic Affairs -- Jim Dubois

1. Course and Curriculum Changes

Each of the following Undergraduate Education changes were moved and seconded for approval:

- a. Undergraduate Course and Curriculum Changes (599 & below) approved by the College of Education April 1, 1998.
 - b. Undergraduate Course and Curriculum Changes (599 & below) approved by the College of Education April 28, 1998.
 - c. Undergraduate Course and Curriculum Changes (599 & below) approved by the Salina College of Technology and Aviation May 6, 1998 with the friendly amendment accepted that changes a typographical error; replacing "General Physics I" in the line immediately under "Spring Semester" in the Before column with "An. Geom. and Calculus I."
- ATTACHMENT 1**
- d. Undergraduate Course and Curriculum Changes (599 & below) approved by the College of Business Administration May 15, 1998.

The motions passed.

2. Graduate Education

Each of the following Graduate Education changes were moved and seconded for approval:

- a. Graduate Course and Curriculum Changes approved by Graduate Council May 5, 1998.

CHANGES

MANGT 651 Logistics and Service Operations Management

DROP

PLPTH 613 Disease Control

NEW

FSHS 853 Family Systems in Cultural Context
MANGT 652 Application of Theory of Constraints
MANGT 653 Business Project Management

- b. Masters Degree Title Changes approved by Graduate Council May 5, 1998.

1) From: Institutional Management To: Foodservice and Hospitality
Management and Dietetics

Administration

2) From: Clothing and Textiles To: Apparel and Textiles

The motions passed.

3. General Education

Each of the following additions were moved and seconded for approval:

- a. Course approved for General Education at the April 2, 1998 General Education Task Force Meeting.

EDADL 212 Introduction to Leadership Concepts

- b. Course GEOG 350 Introduction to Climatology approved originally for general education credit by the General Education Task Force on April 20, 1995 was approved at the April 2, 1998 General Education Task Force Meeting with the new course number and title:

GEOG 535 Fundamentals of Climatology

- c. Course CNS 200 The History of Building and Construction approved originally for general education by the General Education Task Force on September 14, 1995 was approved at the April 2, 1998 General Task Force Meeting with the new course number:

DEN 210 The History of Building and Construction

The approval is retroactive to the Fall 1997 semester.

- d. Courses approved for general education at the May 7, 1998 General Education Task Force Meeting.

SOCIO 211 Introduction to Sociology

SOCIO 214 Introduction to Sociology Honors

The motions passed.

4. It was moved and seconded that additions to the December 1997 graduation list be approved. Motion passed.

5. It was moved and seconded to approve the awarding of a posthumous degree to Michael Ketterl, College of Engineering, BS-Information Systems. Motion passed.

B. Faculty Affairs -- Brad Fenwick

1. It was moved and seconded that the revised Section B124 of the Faculty Handbook, Appointment/Reappointment of Associate and Assistant Deans, Department Heads and College Level Directors, be approved.

Discussion followed in which Senator Kassebaum suggested the Committee look carefully at the language content of the current B124, Senator D. Anderson suggested the need for non-faculty unclassified be included in the review process, Senator J. McCulloh questioned how Section B31 related to the revision, Senator Ransom asked to what extent the Provost and Dean's Council had been involved in the construction of the revision, Senator Grunewald suggested the need for explicit steps to be included when there is a negative review, Senators Krstic and Dubois raised the issue of annual evaluation of Deans, Senator Ossar asked whether the Committee had considered the issue of minimum standards for administrators, and Senator Michie raised the concern that there not be the impression that an appointment is automatic for the term of five years. After this discussion, Senator Michie moved that the proposal be referred back to the Faculty Affairs Committee. Senator Dodd seconded the motion. The motion passed.

2. It was moved and seconded that Section B125, Annual Evaluation of Department Heads and College Level Directors, be added to the Faculty Handbook. During discussion of the motion, Senator Raub raised a point of order regarding a quorum being present. At 4:49 p.m. Senator Legg determined there was no quorum present. No further business was undertaken.

V. For the Good of the University

Senator Michie asked for someone to take responsibility for clearing up the uncertainties concerning the General Education requirements for dual majors. Senator Dubois stated that this is a primary item for Academic Affairs and that, until it is cleared up formally, the responsible personnel in the Deans' offices will have to deal with the matter.

VI. The meeting adjourned at 4:52 p.m.

CORRECTED VERSION

CURRICULUM CHANGE

Civil Engineering Technology Curriculum

The previous course changes results in a decrease in hours from 69 to 67 semester credit hours.

BEFORE**Freshman****Fall semester**

MATH 100	College Algebra	3
MATH 151	Applied Plane Trigonometry	2
CET 120	Materials Sampling and Testing. .	2
MET 111	Technical Graphics	3
ENGL 100	Expository Writing I	3
CMST 101	Applied BASIC Programming ...	2
	Humanities/social sci. elective ...	<u>2</u>
		17

Spring semester

MATH 220	An. Geom. and Calculus I.....	4
PHYS 113	General Physics I	4
CET 130	Plane Surveying	4
CET 110	Civil Technology Drafting	2
ENGL 202	Technical Writing	<u>3</u>
		17

Sophomore**Fall semester**

MET 252	Fluid Mechanics.	3
CET 220	Soils and Foundations.	2
CET 323	Route Location Surveying	4
CET 241	Construction Methods and Est. .	2
CET 323	Route Location Surveying	2
MET 245	Material Strength and Testing. .	<u>2</u>
		17

Spring semester

SPCH 105	Public Speaking IA	2
CET 312	Transportation	4
CET 313	Structural Design	5
CHM 210	Chemistry I	4
	or	
PHYS 114	General Physics II	4
CET 210	Civil CAD	2
	or	
Humanities/social science elective*		<u>3</u>
		18

*To be selected from ECON 110, ENGL 255, HIST 231, or PSYCH 110

Total semester credit hours 69

AFTER**Freshman****Fall semester**

MATH 100	College Algebra	3
MATH 151	Applied Plane Trigonometry	2
CET 120	Materials Sampling and Testing	2
MET 111	Technical Graphics	3
ENGL 100	Expository Writing I	3
CMST 101	Applied BASIC Programming	2
	Humanities/social science elective	<u>2</u>
		17

Spring semester

MATH 220	An. Geom. and Calculus I.....	4
PHYS 113	General Physics I	4
CET 130	Plane Surveying	4
CET 110	Civil Technology Drafting	2
ENGL 202	Technical Writing	<u>3</u>
		17

Fall semester

MET 252	Fluid Mechanics	3
CET 220	Soils and Foundations	2
CET 323	Route Location Surveying	2
CET 241	Construction Methods and Est	2
CET 323	Route Location Surveying	2
MET 245	Material Strength and Testing	<u>2</u>
		17

Spring semester

SPCH 105	Public Speaking IA	2
CET 312	Transportation	4
CET 313	Structural Design	<u>3</u>
CHM 210	Chemistry I	4
	or	
PHYS 114	General Physics II	4
CET 210	Civil CAD	2
	or	
Humanities/social science elective*		<u>3</u>
		16

*To be selected from ECON 110, ENGL 255, HIST 231, or PSYCH 110

Total semester credit hours 67

MEMORANDUM

DATE: June __, 1998
TO: Board of Regents Designated Agents
FROM: Kansas Public Employees Retirement System
RE: Senate Bill 11, Final Average Salary

INTRODUCTION

This memorandum requests the cooperation of Board of Regents Designated Agents in implementing new procedures in compliance with recent legislation.

For purposes of dealing with KPERS, Regents institutions effective July 1, 1998 will have five groups of employees:

"Group A" -- Regents plan members who are prior-service only members of KPERS, consisting of those with service as a faculty member at a Regents institution prior to January 1, 1962, which counts as KPERS "prior service."

"Group B" --- Regents plan members who are inactive KPERS members, consisting of those with some "participating service" in KPERS, whose participation in the Regents plan commences prior to July 1, 1998.

"Group C" -- Regents plan members who are inactive KPERS members, consisting of those with some "participating service" in KPERS, whose participation in the Regents plan commences on or after July 1, 1998.

"Group D" -- Active KPERS members, consisting of employees who are not eligible for or are not participating in the Regents plan.

"Group E" -- those with absolutely no participating service and no prior service in KPERS.

KPERS

Board of Regents Designated Agent Memorandum
 June __, 1998
 Page 2

INSTRUCTIONS

We ask that Regents Institution Designated Agents carefully review and abide by the following guidelines.

G R O U P	Payroll Code	Report current salary to KPERs?	KPERs benefit based on higher of Regents or KPERs FAS?	KPERs benefit based on KPERs FAS?	Member may use Regents service to vest in KPERs?	Member may withdraw KPERs contributions?
"A"		Yes	Yes	N/A	Yes	N/A
"B"		Yes	Yes	If higher than Regents FAS	Yes	Only if changed employers in leaving KPERs and joining Regents plan (see fn. 2)
"C"		No	No	Yes	No (see fn. 2)	See above
"D"		Yes	N/A	Yes	N/A	Only at termination of employment with this employer
"E"		No	N/A	N/A	N/A	N/A

KPERs requests each Regents Institution Designated Agent to send KPERs a list of all employees in "Group A" and "Group B," and to indicate, as to each such employee, whether they are "A" or "B." This listing will not deprive an employee of the rights associated with the status to which the employee correctly belongs if an error is made in compiling the list. This request is made in an attempt to narrow the chance for mistakes and misunderstandings later on, and to give our actuarial firm information that is as accurate as we can make it. We appreciate your cooperation.

KPERs

EXPLANATION

Senate Bill 11, signed into law by Governor Graves on May 18, 1998, and effective July 1, 1998, adds the following language to the definition of "final average salary" under K.S.A. 74-4902(22):

In the case of any former member who was eligible for assistance pursuant to K.S.A. 74-4925 and amendments thereto [that is, who was a participant in the Regents plan] prior to July 1, 1998, for the purpose of calculating final average salary of such member, such member's final average salary shall be based on such member's salary while a member of the system or while [a member of the Regents plan], whichever is greater.

1998 S.B. 11, section 9, *amending* K.S.A. 74-4902, at subsection (22).

Members of "Group A," "Group D," and "Group E" above are not affected by this legislation, and remain in status quo.

The legislation addresses the problem raised in KPERS' February 16, 1998 report (attached). The legislation enacts KPERS' recommended "high option" as described therein, for a limited class of 334 individuals ("Group B" members)¹ who are inactive KPERS members participating in the Regents plan before July 1, 1998. The legislation does not address another issue mentioned in the KPERS report: that of using Regents-plan service to vest class members in the KPERS plan. Such vesting remains unauthorized in any explicit sense.

KPERS interprets the legislation as implying, relative to "Group B" members, approval of both the long-standing KPERS practices at issue:

- (1) that of calculating a class member's final average salary for their KPERS benefit by using their Regents salary (if higher), and
- (2) that of vesting a non-vested class member in KPERS by counting their Regents service toward the required KPERS vesting period.

¹The identification of those in "Group B" attempted to be precise. However, it cannot be guaranteed. If an individual fits the statutory description and was not located or identified by means of the database query conducted by KPERS, the individual is nevertheless a "Group B" member. Employees identified erroneously as being in "Group B" are not "Group B" members.

KPERS

By the same token, KPERS interprets the above legislation as implying, relative to "Group C" members, disapproval of both the longstanding KPERS practices at issue.

That is, for inactive members of KPERS who become participants in the Regents plan ("eligible for assistance pursuant to K.S.A. 74-4925") on or after July 1, 1998, any KPERS benefit to which they may be entitled will be calculated on their KPERS final average salary, and their Regents service will not be used to vest them in their KPERS benefit.²

CONCLUSION

Thank you for your cooperation. _____

Attachment: (February 16, 1998 report to the Legislature, briefly outlining the problem that resulted in new legislation)

²The lack of statutory authority for vesting in KPERS by counting Regents service should be corrected. Some KPERS members do not experience a "distributable event" as prescribed by the Internal Revenue Code upon transferring to the Regents plan, and therefore are not eligible for a withdrawal from KPERS. A distributable event for withdrawal of pension contributions means termination of service with one's employer. Making a distribution without a distributable event violates qualified-plan requirements and will not be allowed. All Regents institutions and all state agencies are one employer. Therefore, unless their Regents service can be used to vest them in a KPERS benefit, some members' KPERS contributions become "trapped" when they leave KPERS to join the Regents plan. Because they did not change employers, their KPERS contributions can neither be withdrawn (federal law) nor counted toward a benefit (Kansas law). The Legislature should be approached about this issue in the 1999 session.

REGENTS RETIREMENT SYSTEM MEMBERS / KPERS RETIREMENT BENEFITS

- Some Regents plan members with former service in KPERS have left their KPERS contributions on deposit with KPERS.
- With a single, limited exception, applicable only to Regents plan members with pre-1962 service, there is no statutory provision that allows KPERS either:
 - (a) to pay Regents plan members a KPERS pension based on their Regents final average salary [or on any but their old KPERS salary]; or
 - (b) to use service under the Regents system to vest them for eligibility for a KPERS pension.
- Based on decades of misunderstanding and miscommunication, current Regents plan members with old KPERS service that they've never withdrawn have an expectation of receiving (a) described above, and also (b) where applicable.
- 334 persons have been identified as constituting the problematic universe: those currently working under the Regents plan who also have service under KPERS.

To pay the following pension <i>for the universe of 334 persons:</i>	The present actuarial cost is:	Requires additional funding?
Based on old KPERS salary ("low option")	\$6,438,004	No. (Current contribution rates fund this benefit.)
Based on current Regents salary ("middle option")	in addition to the first number above, another \$1,521,910 (value on 6/30/98)	Yes.
Based on projected final Regents salary ("high option")	in addition to the first number above, another \$4,987,057 (value on 6/30/98)	Yes.

- KPERS seeks authority to implement the high option for the current universe of affected persons.
- Available funding methods are to either:
 - spread the cost across all employers in the state-school group; or
 - spread the cost across the Regents employers
- KPERS understands that the Regents employers are reviewing possible funding mechanisms.
- KPERS staff recommends that, commencing with a date certain in the near future, persons with KPERS service who commence participation in the Regents plan have their KPERS benefits administered as currently provided in the law, allowing neither (a) a pension based on anything except KPERS final average salary, nor (b) use of Regents service to vest KPERS service, unless in either case such treatment later is authorized by law, and that both KPERS and the Regents employers be responsible for disseminating accurate information related to such benefits.

February 16, 1998

April 2, 1998

Dr. Donald Fenton, Chair
Faculty Senate Academic Affairs
c/o Department of Mechanical and
Nuclear Engineering
Rathbone Hall 302
CAMPUS

Dear Don,

The proposed course GEOG 350 Introduction to Climatology was approved originally for general education credit by the General Education Implementation Task Force on April 20, 1995. The course number has since been changed to GEOG 535, and the course title has been changed to Fundamentals of Climatology. The General Education Implementation Task Force has granted approval for general education GEOG 535 on April 2, 1998.

Cordially,



Hermann J. Donnert, Chair
General Education Implementation Task Force

cc. Dr. Charles W. Martin
Mr. Donald Foster, Registrar

April 2, 1998

Dr. Donald Fenton, Chair
Faculty Senate Academic Affairs
c/o Department of Mechanical and
Nuclear Engineering
Rathbone Hall 302
CAMPUS

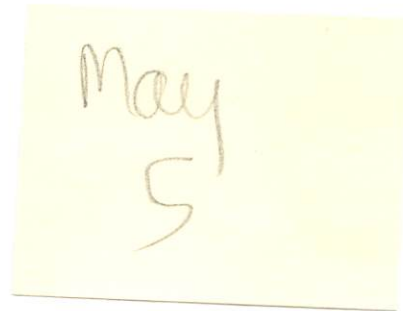
Dear Don,

The proposed course EDADL 212 Introduction to Leadership Concepts was approved for general education credit by the General Education Implementation Task Force on April 2, 1998.

Cordially,



Hermann J. Donnert, Chair
General Education Implementation Task Force



cc. Dr. Susan M. Scott


April 2, 1998

Dr. Donald Fenton, Chair
Faculty Senate Academic Affairs
c/o Department of Mechanical and
Nuclear Engineering
Rathbone Hall 302
CAMPUS

Dear Don,

The proposed course CNS 200 The History of Building and Construction was approved for general education credit by the General Education Implementation Task Force on September 14, 1995. The course number has since been changed to DEN 210. The General Education Implementation Task Force has granted approval for general education DEN 210 on April 2, 1998. This approval action is retroactive to the 1997, Fall semester.

Cordially,



Hermann J. Donnert, Chair
General Education Implementation Task Force

cc. Prof. James F. Goddard
Prof. Allen P. Goodman
Mr. Donald Foster, Registrar

May 7, 1998

Dr. Donald Fenton, Chair
Faculty Senate Academic Affairs
c/o Department of Mechanical and
Nuclear Engineering
Rathbone Hall 302
CAMPUS

Dear Don,

The proposed courses SOCIO 211 Introduction to Sociology and SOCIO 214
Introduction to Sociology Honors were approved for general education credit by the
General Education Implementation Task Force on May 7, 1998.

Cordially,



Hermann J. Donnert, Chair
General Education Implementation Task Force

cc. Dr. Donald Adamchak
Dr. Michael Timberlake
Dr. Jacque Gibbons