

MINUTES

**Kansas State University Faculty Senate Meeting
December 12, 2000 3:30 p.m. Big 12 Room, K-State Union**

Present: Anderson, Atkinson, Bradshaw, Brigham, Burton, Chenoweth, Clegg, Cochran, Cox, Donnelly, Ewanow, R. Flores, Gehrt, Geiser, Glasgow, Gormely, Gray, Haddock, Higgins, Holden, Hosni, Johnson, Jurich, Kirkham, Lynch, Mathews, McGee, Minton, Molt, Montelone, Mortensen, Mosier, Nafziger, Oukrop, Owens-Wilson, Pesci, Peterson, Poresky, Ramaswamy, Ransom, Reeck, Rintoul, Schellhardt, Schmidt, Schumm, Selfridge, Smith, Spears, Stewart, Takemoto, Verschelden, S. White, W. White, Williams, Yagerline, Youngman, Zabel

Absent: Devault, Finnegan, Fjell, S. Flores, Herald, Heublein, Karim, Krstic, Legg, Lenkner, Liang, Maatta, McCulloh, Newhouse, Prince, Reddi, Ross, Roush, Sherow, Sheu, Shultis, Simons, Weiss, Worcester

Proxies: Bockus, Fraser, Hopper, Keller, Olsen

- I. President Mickey Ransom called the meeting to order at 3:35.
- II. It was moved and seconded to approve the Minutes of the November 14, 2000 meeting.

Motion passed.

Ransom asked to move the following three reports ahead of his announcements.

- III. Report from Search Process Effectiveness Committee -- Ruth Dyer, Assistant Provost

Dyer referred to the five page Summary of Search Committee Practices at KSU attached to the Faculty Senate agenda and to the full 40 page report which can be found on the Provost web site as A Study of Search Committee Practices at KSU. The purpose of the report was to gain information about the ways search committees operate. A survey was sent to people who have served on either faculty or administration searches. Most participants reported they were pleased with the search process, but there were some suggestions and questions. The report includes a list of findings and recommended action items. The plan is to form a small working group appointed by the Provost and Faculty Senate to study the suggestions and develop ways of implementing them. In response to questions, Dyer summarized the concerns and recommendations listed in the report.

Sen. Nancy Peterson moved that Faculty Senate accept the report. Her motion was seconded and passed.

Ransom said he will proceed with appointments to the working group.

IV. Report from the University Library Committee - Jim Hamilton, Chair

Hamilton referred to the written report which was distributed to Senate.

ATTACHMENT 1

- Hamilton expressed concern about the costs of serials, especially in the natural sciences, which continue to rise out of proportion to normal market forces. He believes the report offers information that may help develop strategies to obtain better library funding. In the past, internal university resources, especially OOE and SRO, have been reallocated to fund university commitments to the library. This practice has severely strained many departments' ability to support their research efforts. The Library Committee concluded that a concerted effort of Faculty Senate, Administration, and the BOR is necessary to convince the Governor and Legislature to adequately fund the library.

Sen. Mike Smith moved acceptance of the Report. Motion was seconded and passed.

V. Report from Faculty Salaries and Fringe Benefits Committee - Bill Meredith and Mike Smith - Co-Chairs (The summary and full report can be found on web at: <http://www.ksu.edu/pa/salary00/index.htm>.) **ATTACHMENT 2**

Meredith referred to the summary report distributed to Senate and to the full report which is available at the Senate web site. He thanked Sens. Jennifer Gehrt and Walter Schumm who served on the Committee. Meredith noted that this year's report differs from those in the past in that it uses the rank-adjusted average salaries method rather than the all ranks method. and includes analyses for unclassified professionals. Key findings include the following:

- KSU's mission is undermined by low faculty and unclassified professional salaries
- KSU faculty salaries need to be increased 11.2% to reach the average of the five peer institutions
- KSU faculty salaries rank sixth of the six peer institutions
- KSU average faculty salaries are 25% below those of the highest peer
- KSU unclassified professional salaries are 12% below peers
- KSU salaries are lowest in the Big 12 for the tenth consecutive year
- KSU salaries are 10% below average in the Big 12 and 31% below the top Big 12 university
- KSU salaries rank 38th among the 44 land grant institutions and 39th when salaries and fringe benefits are considered
- KSU salaries for full professors would need to increase 19.6% to reach those of the average land grant university
- KSU salaries have decreased 1.2% in purchasing power since 1970.

Smith reported a similar grim picture for fringe benefits, including health insurance, retirement, and tuition waivers for employees and families. KSU faculty and unclassified professionals pay the fourth highest premiums for family health insurance in the Big 12, and the total costs to the individual and the institution for family health plans are the highest among Big 12 institutions.

Among the committee's recommendation are increasing state contributions to retirement by 1.5% to 10%, reducing the costs of health care coverage by forming a smaller insured group than all state employees, and supporting tuition waivers for faculty, spouses, and dependents.

To reach the average salaries of the peer institutions, annual increases will need to be 5% above those of peers for several years.

The committee will conduct a second phase of its study next spring, surveying approximately 200 persons who have left KSU in the last two years to determine their reasons for leaving.

Several senators asked questions and made suggestions about the next phase and about strategies for addressing the recommendations. Sen. Gray suggested this report should be considered in the context of the Library Report and the concerns about substantial underfunding of OOE. Sen. Jurich stated that the BOR needs to take a comprehensive look at all the university's funding needs.

It was moved and seconded to accept the report.

Sen. Holden asked that the report be renamed the Annual Report on the Status of Faculty and Unclassified Professional Salaries and Fringe Benefits at Kansas State University. Meredith and Smith accepted her suggestion.

Motion passed.

VII. Announcements - Ransom referred to the following announcements which he had sent to senators:

A. Faculty Senate Leadership Council

1. FSLC met November 13 with the Commission on the Status of Women. We discussed how the Commission could assist Faculty Senate in the implementation of the Report of the Task Force on Affirmative Action.
2. Task Force on the Constitution and By-Laws of Faculty Senate. Representatives are still needed from Architecture, Planning and Design; Technology and Aviation; and Veterinary Medicine. Jim Legg and Mickey Ransom will serve as a tag-team representing FSLC.

- B. Faculty Senate Leadership Council/President's Staff Meeting. The Administration presented a draft of a plan that would establish a clearing house role for the Affirmative Action Office (AAO). Under this plan, faculty and unclassified professionals with concerns regarding conflict situations would initially contact the AAO. If it was determined that the legal

standard of discrimination or harassment was not met, AAO personnel would give advice and help in following other options such as visiting with an appropriate administrator, Employee Relations Office personnel, the University Ombudspersons, Mediation Assistance personnel, etc. The AAO office would help make the initial appointment. If the referral to one of the options did not solve the problem, the faculty or unclassified professional could either contact the AAO office again for more assistance or directly contact one of the other options. The FSLC views this as a promising proposal that could help solve some of the concerns mentioned in the Report of the Task Force on Affirmative Action.

Sen. Gray commented that FSLC is encouraged by the Administrations' commitment to making substantive changes. FSLC is also working on a statement of positive principles of community.

C. Faculty Senate Leadership Council/Council of Deans

1. Budget --The Administration will be appointing a task force to look at long-term budget issues, including the implications of the possible adoption of tuition ownership. About three faculty members will serve on the task force.

Sen. Nafziger asked about the impact of block grants, and Ransom said that will be one of the concerns of this task force.

2. Performance Indicators - Senate Bill 345 requires the Board of Regents to develop a set of performance indicators to be used for funding decisions. An approach currently under consideration by the BOR would have a set of system indicators (used for the entire Regents system), common indicators, institutional specific indicators, and institutional improvement plans. A task force, appointed by the Administration, will develop the K-State indicators by January 15. This task force will include about three faculty members.

D. Kansas Board of Regents Meeting

1. A proposed merger of Fort Hays State University and Pratt County Community College was extensively discussed. It was obvious that most members of the BOR were not in favor of the merger at this time because of the anticipated cost. Most members of the BOR stated that more details should be worked out before they could support the proposed

merger. The BOR decided to continue discussion of the merger but not make a final decision until a comprehensive review of higher education in Kansas could be completed by an outside consultant.

Sen. Jurich asked if cost of the proposed merger was the major concern. Ransom said his impression was that both cost and the issue of tax relief to the Pratt area were concerns. In addition, the BOR seemed concerned that this merger would stimulate future mergers and that the BOR needs to develop a strategic plan.

2. The BOR received a report from the Council of Chief Academic Officers on performance indicators to be used for funding decisions as required by Senate Bill 345. Provost Coffman has sent materials regarding the performance indicators to the Faculty Senate Leadership Council.
3. A one page summary of the Kansas Budget Director's Recommendations for FY02 was distributed. These recommendations include (1) \$8.4 million for state university faculty salary enhancement according to Senate Bill 345, (2) 1% OOE increase for state universities, and (3) base reductions of 2% for state universities. This means that the budget director is recommending a net 1% budget cut, but usually the budget director's recommendations are pessimistic.

Sen Poresky asked what the \$8.4 million salary increase would mean for salary increases. Ransom said he thought it would translate to about 5.5%.

- E. Appendix M Hearing of Dr. Steve Wiest. Ransom read the following: Dr. Wiest was a tenured faculty member in the Department of Horticulture, Forestry and Recreation Resources. He was dismissed for cause under Section C31.5, Chronic Low Achievement, of the Faculty Handbook. A public hearing of his appeal was conducted according to Appendix M of the Faculty Handbook on October 3, 4, and 12, 2000. I received a copy of a letter dated November 16, 2000 that was sent to President Wefald and signed by the six members of the Hearing Committee. This letter included the finding of the Hearing Committee:

"It is the unanimous opinion of the committee that the Provost's dismissal of Dr. Wiest under the provisions of Section C31.5 of the Kansas State University Faculty Handbook is justified and should be upheld. The evidence presented in the hearing fulfilled the legal requirement of 'clear and convincing' in our collective opinion."

I also received a copy of a letter from President Wefald to Dr. Wiest. This letter included President Wefald's decision:

"The Review Committee has followed the prescribed procedures, considered the relevant evidence, gave you and your representative a fair hearing, and arrived at a unanimous and unambiguous conclusion. Therefore, I deny your appeal and uphold your dismissal."

In accordance with Appendix M of the Faculty Handbook, Dr. Wiest gave Dr. John Boyer, Chair of the Hearing Committee, permission to send a copy of the report from the committee to me as President of Faculty Senate. The Faculty Senate Leadership Council discussed what to do with the report, and I obtained legal advice from Ms. Rose Marino, Associate General Counsel for The University of Kansas and attorney for the Hearing Committee. We will place our copy of the report on file in the Office of Faculty Senate, 211 Fairchild Hall. Faculty Senators and other members of the Kansas State University community may review the report in the Faculty Senate Office.

Ransom asked if there were questions. There were none.

VIII. Reports from the Standing Committees

A. Academic Affairs Committee - Sen. Jackie Spears reporting for Tom Herald

1. Course and Curriculum Changes

a. Undergraduate Education

1. Spears moved approval of Undergraduate and Curriculum Changes approved by the College of Arts and Sciences October 5, 2000.

DROP:

HIST 350	Gandhi and the Indian Revolution
HIST 401	Technology, Science, and History
HIST 459	History of Dance in Its Cultural Setting
HIST 504	History of Hinduism
HIST 538	The Great Plains
HIST 544	History of U.S.-Soviet Relations Since 1917
HIST 548	American Business History
HIST 552	Studies in American Social History
HIST 590	History through Film
HIST599	Senior Seminar for Secondary Teachers

ADD:

MUSIC 412 University Band

CHANGES IN UNDERGRADUATE CATALOG:

Mathematics (p. 121)--add "Students in mathematics must earn a grade of 'C' or better in each math course used to satisfy requirements for the major."

CHANGES IN UNDERGRADUATE CATALOG (continued):

Music (p. 130)--add "Instrumental majors are required to participate in Marching band for at least two semesters (preferably during the freshman and sophomore years). String Music Education majors may elect to substitute a 2 hour special project for the marching band requirement. The project will be at the discretion of the Division Chair of Music Education in consultation with the string faculty."

Motion passed.

2. Spears moved approval of Undergraduate Course and Curriculum Changes approved by the College of Agriculture October 18, 2000.

CHANGE:

GRSC 100 Principles of Milling to Principles of Milling Lecture
GRSC 110 Flow Sheets

ADD:

GRSC 105 Principles of Milling Laboratory

Change in B.S. in Agribusiness--no options to two options:

- Agribusiness option
- International Agribusiness option

Change in Agricultural Economics Specialty and Quantitative Options

To change category name from ag and food sciences electives to ag and food science technology to assure that all students take at least 6 hrs of technology courses

Name Change Proposal:

Change of department name from Extension 4-H and Other Youth to 4-H Youth Development

Motion passed.

3. Spears moved approval of Under graduate Course and Curriculum Changes approved by the College of Arts and Sciences November 9, 2000.

ADD:

BIOL 585 Principles of Conservation Biology
FREN 215 Elementary French Conversation

DROP:

FREN 212 Elementary French Conversation IIIA
FREN 214 French Conversation IVA

CHANGE UNDERGRADUATE CATALOG:

Biology--Microbiology Degree-- (p. 101) Addition of BIOL 705 and BIOL 707 to the Microbiology electives will give Microbiology majors additional appropriate options.

Speech, Communication, Theatre, and Dance--(p. 147) New requirement "Students must achieve a grade of "B" or better in the two foundational theory courses, SPCH 320 and SPCH 330, before they are permitted to enroll in SPCH 550, Senior Colloquium."

Motion passed.

4. Spears moved approval of Undergraduate Course and Curriculum Changes approved by the College of Arts and Sciences April 13, 2000 (inadvertently left off the May 2, 2000 Academic Affairs agenda).

CHANGE:

PHYS 522 Mechanics

MSCI 402 Transition to Lieutenant April 27, 2000.

Motion passed.

5. Spears moved approval of an Associate of Applied Science degree and options in Applied Technologies under the Arts, Sciences, and Business Department approved by the College of Technology and Aviation April 27, 2000. **ATTACHMENT 3**

Motion passed.

b. General Education

Spears moved acceptance of the following reports:

1. Assessing the Writing of Student in General Education Report from the General Education Portfolio Assessment Committee--
found on web at:
<http://www.ksu.edu/apr/relatedlinks/summer%20report.PDF>
2. Status Report of the UGE Portfolio Assessment Committee--
found on web at:
<http://www.ksu.edu/apr/relatedlinks/Report-Fall2000.PDF>
3. Undergraduate General Education Assessment Report: Senior Interviews--
found on web at:
http://www.ksu.edu/apr/generaled_assess/InterviewReport00B.pdf

Motion passed.

2. Additions to the following Graduation Lists.

Spears moved the following additions:

August 2000

Lisa Michelle Gaume, A&S, BS--Social Science

Guy Abel Cognet II, A&S, BA-Social Science

LaToya Farris, A&S, BS-Social Work

May 2000

Garry E. Lewis, Bachelor of Interior Architecture

Jay Michael Neidl, Technology & Aviation, BS-Technology Management
and Associate Degree in Civil Engineering Technology

Erika Helene Thiessen, A&S, BA-Fine Arts-GD

December 1995

Leo T. Walsh, A&S, BS-Anthropology

Motion passed.

B. Faculty Affairs Committee - Jim Legg

On behalf of Jim Legg, who was ill, Ransom reported there no action items, but Faculty Affairs is close to having items on mediation procedures for the January meeting.

C. Faculty Senate Committee on University Planning - John Johnson

Johnson reported no action items. He mentioned the consulting group, HNTP, should be ready to make a presentation on the Campus Master Plan at the January meeting. The proposed Research Park is on the agenda for the next FSCOUP meeting. Concerning budget reform, Provost Coffman and VP Rawson will meet with FSCOUP and with the Deans and FSCOUP together in March. Also, university representatives will be meeting with the City Commission on January 9, 2001 to discuss mass transportation plans.

D. Faculty Senate Committee on Technology - Dee Takemoto

Takemoto had no action items. She announced a discussion board on use of technology, including distance education, is up and running and she encouraged participation. The new E-mail policy is available on the Information Technology home page. Also, a prototype of the digital library will be available next semester.

Gray mentioned that Izio.com, who offered free use of course organizers to faculty last year, is now charging for those services.

VIII. Old Business - None

IX. New Business - None

X. For the Good of the University

Sen. Cochran reported that Provost Coffman spoke at the last A & S caucus regarding issues related to KSU students taking required courses from community colleges.

Sen. Johnson asked that anyone with input regarding z-K-State to share it with him.

X. Adjournment

It was moved and seconded to adjourn.

Meeting adjourned at 4:50 p.m.

University Library Committee
Report to Faculty Senate
12/12/00

1) In the course of its regular monthly meetings this semester, the University Library Committee has reviewed a number of aspects of information about how the Library functions, including overviews of the Library budget and of the strategic planning process undertaken last year.

Most of this semester has been devoted to gathering information in preparation for action on the part of the Committee, most of which will take place in the Spring. On some occasions, as for example in the matter of the extension of Library hours, we have advised Library faculty and staff against tying their operations decisions too much to the needs of undergraduates at the expense of graduate students and faculty. In the matter of extended hours, for example, we have mentioned that graduate students and faculty in the natural sciences do have special needs with regard to library hours and access, since they are often teaching or running experiments during the day. Their needs should be considered, especially since the activities of science faculty and graduate students are a source of significant grant funding for the University.

2) Some highlights of issues we expect to address this Spring.

We will direct clear and focused attention to assisting library faculty and staff in framing policy aimed both at ensuring that the information commons remains a *library function* and at resisting pressures to turn it into a university computing lab.

We will assist Library faculty and staff in gathering precise, accurate and useful data from user groups that can be employed in making staffing and other personnel decisions. This effort is already under way.

We will assist the Faculty Senate and individual faculty members with ongoing funding updates to use in efforts to continue to keep the needs of the library well understood by both our own already pretty willing central administration, the Regents, the Governor and the Legislature. In particular we will focus on the Foundation formula and its sunset provisions, on the Endowment (the \$10M goal and the Pepsi contribution), on the 1% OOE increase(s), where precisely we are in implementing (and changing) the 1998 task force report (and what recommendations we might make for further thinking and action), and on any plans that could arise for buying off building debt.

We hope to discuss with the Library faculty and staff, and possibly with this body, the establishment of a comprehensive branch library policy.

We hope to work with Library faculty and staff, and with faculty from departments for whom the serials acquisition budget is an increasingly difficult problem, to get a serious review of UNCOVER and other so-called electronic "fixes" to the serials acquisition problem, and to discuss what we can do to assist those departments whose serials costs are most severely hurt by predatory publishing policies. By "we" I mean the both the various elements of and the university as a whole.

3) Let me stress the funding matter. We are coming up on a new legislative session. The University Library Committee (and the Library faculty and staff) are keenly aware that re-allocations of OOE money have been to meet the commitment required by the 1998 Task Force Report. This has been extremely painful to a number of departments crucially dependent on OOE both for educational support and for research support. The ironies are not lost on us.

We have just achieved Carnegie I Research University status. We do not have a library that sustains that now or can sustain that into the future. We have tapped internal sources to shore up the library. Some of those sources, especially OOE but also SRO funds, are essential to keeping the research efforts of various departments going. We are robbing Peter to pay Paul.

The only satisfactory resolution is to obtain infusions of money in multiple years from the State, principally in the form of OOE. This will require a concerted effort by this body, working together with the central administration and the Regents to push the Governor and Legislature hard for these increases.

Library Acquisitions Funding Enhancement as a Consequence of 1997 Task Force

Funding Estimates from State/University/Student/Foundation Sources

Strategy/Year	1998/99	1999/00	2000/01	2001/02	2002/03	Expect Base Exp.
State/Univ Cumulat.	\$328,000 \$328,000	\$357,431 \$685,431	0	?	?	\$1,812,238
One-Time Univ.	\$150,000		0	?		
Student Fee			\$512,000	[520,000]	[520,000]	Rekurs
Student Fee Match			0	?	?	Rekurs
Research Overhead		\$225,000	\$225,000	[250,000]	[250,000]	Rekurs
Endow.	\$50,000	\$120,000	\$170,000	[200,000]	[250,000]	Rekurs
Transition Plan Found		\$318,418	[387,146]	?	?	Declines as Endow. Increases
Pouring Rights			\$1,000,000 to endow	\$400,000 to endow	\$400,000 to endow	\$5,000,000 in Endow
OOE Increment	1.5%	1.5%	0	?	?	Added to Base

Updated December 4, 2000

For the University Library Committee,

James R. Hamilton
Philosophy

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Pouring Rights			\$1,000,000 to endow	\$400,000 to endow	\$400,000 to endow	\$5,000,000 in Endow
OOE Increment	1.5%	1.5%	0	?	?	Added to Base

Updated December 4, 2000

For the University Library Committee,

James R. Hamilton
Philosophy

**ANNUAL REPORT ON THE STATUS OF
FACULTY SALARIES AND FRINGE BENEFITS
AT KANSAS STATE UNIVERSITY**

**Prepared by the Faculty Affairs Subcommittee
on Faculty Salaries and Fringe Benefits
of the Faculty Senate at
Kansas State University
December 12, 2000**

**Members of the Faculty Salaries and Fringe Benefits Subcommittee
2000-2001**

**Bill Meredith, Professor, Family Studies & Human Services, Committee Co-Chair
Mike Smith, Professor, Entomology, Committee Co-Chair
Ken Barnard, Professor, Salina Aviation
John Dalida, Associate Professor, Secondary Education
Jennifer Gehrt, Associate Director, Human Resources
Mary McElroy, Professor, Kinesiology
Jane Rowlett, Director, Unclassified Affairs & University Compliance
John Slocombe, Professor, Biological & Agricultural Engineering
Walter Schumm, Professor, Family Studies & Human Services
Pamela Staatz, Business Manager, Institutional Advancement
Beth Turtle, Assistant Professor, Hale Library**

Staff

Laurinda Smith, Planning and Analysis

SUMMARY

Note: Past reports to the Faculty Senate have used the All Ranks Method of Reporting. This report is based on Rank Adjusted Average Salaries method for calculating average salaries for faculty in compliance with the Kansas Board of Regents.

Status of Faculty and Unclassified Professionals Salaries at KSU

1. Kansas State University's mission to the State of Kansas to provide high quality education, research, extension and service continues to be undermined by low faculty salaries and unclassified professional salaries.
2. Based on rank adjusted salaries, average KSU faculty salaries for FY 00 need to be increased 11.2 % to equal the average salary of the five peer institutions used by the Regents for comparison purposes (Table 1). KSU salaries for FY 00 ranked sixth out of six peer institutions and were 25.3 % below salaries at the highest peer institution (Table 1).
3. Based on comparative data from peer and regent institutions, unclassified professionals fall 11.9% below average (Table 10).
4. KSU faculty salaries in FY 00 were, **for the tenth consecutive year**, the lowest in the Big 12 (Table 2). An increase of 10.2% is needed for KSU to reach the average salary of the other Big 12 universities, and 30.9% is needed to equal the average salary of the top Big 12 university (Table 2).
5. When compared to other land grant and state universities in FY 00 (Table 3), a 19.6% is needed to increase full professors' salaries to the average of the total group, 10.9% for associate professors, 6.6% for assistant professors, and 5.6% for instructors.
6. KSU faculty salaries have decreased 1.2% in terms of purchasing power since 1970 (Table 4). A similar trend is true for unclassified professionals. Up until FY 99, unclassified professionals received the same salary increases as faculty. Since FY 99 they have fallen further behind.
7. Average KSU faculty salaries ranked 38th out of 44 land grant universities in FY 00 (Table 5). KSU ranks 39th when salaries and fringe benefits are considered together.

8. Historically, the Board of Regents has requested a uniform percentage increase for both faculty and unclassified professional (non-faculty). Beginning in FY 00, the Governor recommended and the Legislature provided additional funding for faculty salary enhancements (excluding ranked faculty librarians) which created a differential salary increase for faculty, faculty librarians, and non-faculty unclassified personnel.
9. Faculty and unclassified professionals pay the fourth highest premiums on family health insurance among Big Twelve universities and among peers placing KSU in the bottom one-third (Table 7).
10. The total premium on family health insurance is the highest among Big 12 institutions.

RECOMMENDATIONS

1. The State of Kansas must provide multi-year funding at a rate of approximately 5% a year above the average salary increases at peer universities to bring KSU salaries up to the average of peer institutions and to move KSU into a competitive position with other land grant institutions.
2. The practice of creating differential salary increases for faculty and unclassified professionals must be discontinued. The relative funding of non-faculty salaries is comparable to that of average faculty salaries at 88.8% of peers. Salaries for all unclassified positions, faculty and non-faculty, are equally underfunded relative to peer salaries and justify a salary enhancement that is uniform among these employees.
3. In addition to funding for merit increases, the State should provide additional funding for faculty and unclassified professionals promotions and compression.
4. The State of Kansas must continue to commit itself to increasing funding for retirement benefits. In the coming fiscal year, we recommend a 1.5% addition to the base retirement contribution from the State, to bring its total contribution to 10%.
5. The subcommittee strongly recommends that efforts be made to reduce costs in order to bring health care coverage and costs in line with those of our peers. The subcommittee also recommends that the Board of Regents explore reasons why KSU health benefits exceed the total costs of our peers and Big 12 institutions.
6. The costs of medical/health care premiums must be reduced to bring those costs in line with those of our peers. Possible solutions include increased contributions by the State and the formation of an unclassified employee insurance group.
7. Faculty and unclassified professionals spouses and children at Regents institutions should be granted a waiver of tuition and fees.

Kansas State University-Salina
College of Technology and Aviation

Department of Engineering Technology

NEW PROGRAM:

ADD: The Arts, Sciences, and Business Department of the College of Technology and Aviation propose to add an Associate of Applied Science degree in Applied Technologies. This degree would have options in applied electronics technology, autobody technology, automotive technology, business computer technology, commercial art, computer aided drafting, construction trades technology, dental assistant, diesel technology, horticultural technology, machine shop technology, refrigeration & air conditioning technology, and welding technology

RATIONALE:

In September 1999 the Kansas Board of Regents contributed to seamless education by passing an articulation agreement between the Kansas' Community Colleges, Area Vocational Technical Schools, and Technical Colleges for the associate in applied science degree and the associate in general studies degree. This articulation agreement allows graduates to apply up to 45 credit hours of technical course work from the technical schools and technical colleges toward an associate degree in either applied science or general studies. This is an opportunity for these students to earn an associate degree, which will advance their careers.

Currently the Salina Area Technical School has the option to seek approval to grant these associate degrees. Because of economic considerations and close physical location of the two institutions it would be beneficial to the citizens of Salina and surrounding community for the institutions not to duplicate efforts. Also, the multiple class offerings at K-State-Salina required for this degree afford these students considerable flexibility when scheduling classes.

This associate of applied science degree will allow students from the Salina Area Technical School to transfer between 23 and 45 credit hours (depending on the program) to Kansas State University, and will require students to complete between 19 and 38 credit hours at Kansas State University to receive the degree. The impact of this program on other colleges within the University will be minimal because of the encapsulation of the transfer credits. The credits earned at the Salina Area Technical School will not be allowed to substitute for any courses offered at Kansas State University. Only the credits earned at Kansas State University can be applied toward other degrees at K-State.

IMPACT: The proposed curriculum will have minimal or no effect on the colleges previously listed. Refer to rationale for explanation.

EFFECTIVE DATE: Fall 2001

10/1/01

NEW OPTIONS:

Applied Electronics Technology
Autobody Technology
Automotive Technology
Business Computer Technology
Commercial Art
Computer Aided Drafting
Construction Trades Technology
Dental Assistant
Diesel Technology
Horticultural Technology
Machine Shop Technology
Refrigeration & Air Conditioning Technology
Welding Technology