**HSS College Faculty Council Meeting**

**November 15, 2016**

**11:00 am, Dean’s Conference Room**

**Minutes**

In Attendance: Chuck Aust (SOCM); Terry Carter (DWMA); Steve Collins (PSIA); Dean Robin Dorff (CHSS); Neysa Figueroa (FL); Beth Giddens (ENGL); LeeAnn Lands (HIST-PHIL); Brandon Lundy (GEOG-ANTH); Sarasij Majumder (ISD); Dorothy Marsil (PSYC); Ken White (SCJ).

1. Approval of Minutes
   1. The minutes from the previous meeting (October 2016) were approved without objection.
2. Discussion of CFC Letter Protesting the Inadequate Salary Equity Adjustments of Recent Years
   1. CFC members solicited feedback from their respective department colleagues about the draft letter composed by the CFC protesting the inadequate salary equity adjustments of recent years.
   2. Copious feedback was received. In general, the response was highly positive, with no objections expressed.
   3. Responses included both requests to add additional content to the letter, as well as suggestions to condense the letter.
   4. The CFC is also considering making a request to the KSU Faculty Senate that it also raise the issue with President Olens, and ask for him to act quickly on the matter.
   5. The CFC voted unanimously to send the letter to Dean Dorff.
   6. KSU President Sam Olens and other relevant administrative leaders will be copied on the letter.
3. Discussion of Proposal for Mandatory Third-Year Reviews for Lecturers in CHSS
   1. Dr. Stephen Bartlett and Bridget Doss addressed the CFC to present a proposal crafted by several CHSS Lecturers that the college institute a CHSS-wide policy mandating 3rd year reviews for all Lecturers. They maintained that the 3rd year review provides highly constructive, comprehensive, and useful feedback for Lecturers.
   2. The proposal was originally presented at a meeting with Senior Associate Dean Thierry Leger in February 2016.
   3. The current policy in CHSS is for each department to determine for themselves whether 3rd year reviews should be mandatory for Lecturers.
   4. An objection/concern was raised about the loss of department autonomy to decide this matter. Another concern was that not all lecturers were consulted for their opinions on the proposal.
   5. The CFC discussed the need/merit in holding a CHSS-wide faculty vote on the issue.
   6. Dean Dorff emphasized that there needs to be a shared-governance approach to this issue.
   7. It was decided that CFC members will seek feedback from their departments on the idea to institute a college-wide policy of mandatory 3rd year reviews for all lecturers in all departments.
4. Dean Dorff: CHSS update, initiatives, developments, policies, misc.
   1. President Sam Olens addressed the Deans Council.
   2. President Olens emphasized that he wanted to fix the bottlenecks on students’ inability to get into necessary courses.
   3. The Deans Council has created a taskforce to identify and convey the mismatches between university needs and the actual allocation of funds in the budget.
   4. One preliminary finding is that the amount of the university budget devoted to academic affairs has declined in recent years, from just over 50% to just over 40% of the budget.
   5. An additional finding is that for students who start and finish their studies in CHSS, the average time to graduation is approximately four and one-half years.