**HSS College Faculty Council**

**Minutes**

November 18, 2014

Attending: Dr. Chuck Aust, Dr. Steve Collins (Chair), Dean Robin Dorff, Dr. Lynn Fedeli, Dr. Beth Giddens, Dr. LeeAnn Lands, Dr. Gail Markle, Dr. Corinne McNamara (representing psychology for Dr. Daniel Rogers), Dr. Ernesto Silva, Dr. Jun Tu.

1. Minutes
   * The minutes from the meeting of October 7th were approved.
2. Election of 2015 CFC Chair
   * After Steve Collins firmly resisted pleas to continue his exemplary work in this role, Beth Giddens reluctantly accepted the position of CFC chair for 2015.
3. Dean Dorff: CHSS Budget Update, Initiatives, Developments, Policies, Misc.
   * 2014 summer money for the college is likely to be about $70,000, more than the amount for 2013.
   * There has been a rumor of a 3 percent budget cut, but the Dean stated that it is highly unlikely. A planning contingency with a 3 percent cut was requested by the Board of Regents, but it is very unlikely to be implemented.
   * CHSS is responsible for roughly 40 percent of university credit hours, which affects budget allocations.
   * Dean Dorff expressed concern about the growing number of part-time instructors teaching general education courses. This trend does not match KSU’s goal to develop a national reputation.
   * With consolidation, the current policy limiting the number of times that students may retake a course for credit may sunset. CFC members expressed concern about the change in this policy and suggested that the number of re-takes should not be unlimited.
   * On May 30, 2015, the Montepulciano Grand Opening will include a leadership staff ride to Lake Trasimeno. This event is intended to showcase the value of study-abroad experiences and CHSS role in leadership education and development.
4. TRENDS Center & CHSS Association with Karl-Theodor zu Guttenberg
   * Mr. zu Guttenberg has severed all ties with the KSU Graduate College and no longer has a title there.
   * The provost is reviewing policies for the creation of centers at KSU.
   * The TRENDS Center will not be sponsored by CHSS.
5. Merit Raise Formula For 2015-16 (and beyond)
   * KSU hopes to award merit raises again this year.
   * If it is able to award merit raises, like last year, the review process will take performance over four to five years into consideration because of the many years when no merit raises were available.
   * CFC members report that in some departments the ways in which merit raises were determined in 2014 was not transparent. The consensus opinion of the CFC was that the process of determining the formula for merit raises should be transparent in each department, the formula should be established well in advance, and it should be communicated clearly to all faculty.
   * Dean Dorff stressed that merit and compression/equity raises are separate items and should be understood as such.
6. KSU-SPSU Consolidation: Shared Governance Concerns & OWG Reports
   * Dean Dorff noted that SPSU faculty will need several years to be aligned with KSU’s performance expectations. For 2014, SPSU faculty will not be included in the equity raise formula for KSU faculty.
   * All consolidation issues must go through shared governance processes, so the details of implementing consolidation will take time. For example, the additional requirement of external letters for tenure and promotion may be several years in the future.
   * Dean Dorff stated that in 2015 he will work to address the gaps between consolidation strategy and operational implementation in the college, an expected part of this process. An example of the need for better articulation between strategy and implementation can be seen in the unresolved consolidation issues of the new CHSS department, the Digital Writing and Media Arts Department. Once the Board of Regents approves consolidation in January, Dean Dorff will work on these issues with faculty at both campuses. The complexity of these issues led him to suspend the search this year for a Director of Composition in the English Department.
7. Foundation Awards – Award for Social Science?
   * An award for social science faculty will be a part of the new Foundation award opportunities at KSU. This award has been added to the list.
8. Performance Reviews for Program Directors
   * This item was not discussed; it will be on the agenda for the next meeting.