**HSS College Faculty Council Meeting**

**April 10, 2018 at 3:30 p.m., Dean’s Conference Room**

**Minutes**

Attending: Chuck Aust (SOCM), Al Churella (HIST and PHIL), Steve Collins (SGIA), Robin Dorff (Dean’s office), Beth Giddens (ENGL), Tim Hedeen (SCMPD), Brandon Lundy (GEOG and ANTH), Tim Martin (PSYCH), Jennifer McMahon-Howard (SCJ)

1. Approval of 13 March 2018 meeting minutes.
2. Dean’s update:

Dean Dorff spoke about the presidential search; the 2018-19 budget, which may follow the 10 percent holdback estimate; Interim Provost Noble’s visit to the college on 17 April; the delay in the MWF schedule until further notice; and the lack of news about merit or equity raises for this year.

1. Equity plan update:

Dean Dorff expanded his previous comments, saying that fall is probably the soonest we would hear about any additional funds. Questions were raised about the lack of transparency in chairs’ explanations of merit raises across all departments and schools.

1. Tim Martin’s regression-based model for distributing inequity relief allocations:

Tim presented his model and explained that the regression method spreads the wealth more, so more people get a smaller raise when it is used. The equity adjustments made in January 2018 used a method that brought faculty up to a minimum salary for each rank. To pursue the regression model further, Tim or someone else would need resources and college- and university-level data. Steve Collins noted that the model remains a useful tool and may help redress the problem of equity adjustments eroding merit raises. Steve also commented that the model demonstrates that our college remains a leader in the university in studying the inequity issue and developing rigorous, thoughtful solutions to the problem. Dean Dorff noted that once KSU’s new president is named, the College will have an opportunity to make a case for additional allocations. He noted that KSU is consistently under-resourced in relation to its state sister institutions; this difference arose because of KSU’s significant enrollment growth in the first half of the 2000 decade. Jennifer commented that university funding is more of a Senate issue than a CFC one, and Steve noted that he plans to urge the Senate to devote more attention to the equity problem.

1. Online teaching compensation: Tabled

Meeting adjourned at 4:50 p.m.

*Meeting summary prepared by Beth Giddens*