

Kansas State University  
Faculty Senate  
Faculty Affairs Committee  
Minutes  
November 15, 2005

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Members present: Frank Spikes (Chair), Gary Clark, Fred Guzek, Betsy Cauble, Stacy Warner, Mark Haub, Tyson Moore (student member), Richard Hoag, Dave Nichols

Guests: Roger Adams

Meeting called to order at 3:33 pm Union Room 205

Minutes were approved with a minor editorial change (Tom Herald met with Provost Nellis on the Professorial Performance Award; not Frank).

Professorial Performance Award: Frank reviewed the process as presented at the 11/8/05 Faculty Senate meeting. Very few remarks have come forward. Only minor changes were suggested and presented in bold type. Frank will email an electronic version to the Faculty Affairs Committee members. Discussion focused around the "Cost" section and the wording of that section. Other minor edits were suggested. Betsy moved to accept the document with minor changes and proceed to the faculty senate. Second by Fred. Motion passed unanimously.

Personnel related matters: Appendix M. Hearing. Appendix M has the Procedure for Review of Dismissal of Tenured Faculty. Frank reviewed a case that is in process. A panel that will hear the case has been identified and established. A detailed procedure was followed to identify potential committee members. A committee of seven was formed: 5 voting members, 1 chair, 1 alternate. Bob Zabel is the chair of this panel. The case must take place while classes are in session.

We have two grievances in process. (See appendix G of Faculty Handbook). General discussion followed. May also have a Chronic Low Achievement case in Spring 2006.

How can we expand the membership of the General Grievance Board (GGB)? Could consider a GGB model similar to the Appendix M hearing panel. The makeup of the GGB is supposed to include appropriate representation of all minority groups according to Federal guidelines.

Faculty Advocates: In a grievance procedure the grievant can have a "helper" as a faculty advocate. We do not currently have a list of faculty to serve in this role. In a grievance process an attorney can be present, but cannot participate. However a faculty advocate can speak and participate in the process. Do we need a process to appoint, train, and reimburse etc. faculty advocates? This will be discussed in a future meeting.

Meeting Calendar: Frank provided a copy of the 2005/2006 calendar from the faculty senate website. Frank would like to know if we could meet more frequently (send him an email): such as a third meeting per month.

Future policy discussions may focus on intellectual property.

Other discussion focused on an agreement with a Chinese University to provide a degree from K-State based upon 90 hours of "approved" courses in China, plus 30 hours of K-State distance education courses. This may be discussed at a future meeting. This is a topic that the faculty senate leadership asked Tom Herald to get the facts from Provost Nellis on how this occurred and details on how it proceeded.

Meeting was adjourned at 5:22 pm.

Minutes submitted respectfully by Gary Clark