

Kansas State University
Faculty Senate
Faculty Affairs Committee
Minutes
January 10, 2006

Members present: Frank Spikes (Chair), Betsy Cauble, Kathy Green, David Nichols, Bill Turnley, Stacy Warner.

The meeting was called to order at 3:35 pm

The minutes from the December 6, 2005 meeting were approved.

The meeting was devoted to discussing issues related to the general grievance procedure of the University and to beginning to identify if and how this process could be improved in the future.

The following were the items which are related to the grievance process that were identified as meriting further examination, discussion and possible action:

- The role of the faculty advocate including the place of the Faculty Senate in the faculty advocate identification and assignment process; faculty advocate resource allocation and training; and the relationship of service as a faculty advocate to the annual and ongoing faculty evaluation processes.
- The role of and operational rules for the Chair of grievance panels.
- The establishment of a position of parliamentarian for grievance hearings.
- The nature and manner in which witnesses are prepared for participation in grievance hearings.
- Establishment of expanded training sessions for members of grievance boards.
- Environmental considerations which may negatively impact testimony and interaction at future grievance hearings.

Further discussion occurred concerning the identification of resource people who could be invited to discuss the grievance process with members of the Faculty Affairs Committee and assist with their future deliberations. Among them were representatives of the Provost's Office including Ruth Dyer, Jane Rowlett and Provost Nellis; Alan Featherstone and other members of the panel from the grievance hearing held in December 2005; current members of the University faculty who have served as Faculty Advocates; Liz Boyle, the 2005/06 Chair of the General Grievance Board; and Richard Seaton from the University Attorney's Office.

A second discussion of this issue is planned for the January 24, 2006 meeting of the Faculty Affairs Committee.

The meeting was adjourned at 5:00 p.m.

Minutes submitted respectfully by W. Franklin Spikes.