

Minutes
Kansas State University
Faculty Senate
Faculty Affairs Committee
February 21, 2006

Members present: Frank Spikes (Chair), Betsy Cauble, Kathy Greene, Fred Guzek, Mark Haub, Richard Hoag, Tyson Moore (student representative), Beth Turtle.

Guests: Tom Herald, Duane Nellis, Ruth Dyer, Jane Rowlett

The meeting was called to order at 3:35 pm

The minutes of the February 7, 2006 meeting were approved.

Announcements:

Frank thanked the committee for their work on the Professorial Performance Award.

Status of Faculty Senate elections. The first round of ballots should have been distributed. The ballots need to be returned by March 8. The final election period is March 8 – April 23.

Frank announced that he will be a candidate for President-elect. The Senate will also be seeking a new secretary.

FAC will meet March 28 instead of March 21 (spring break). Frank is going to invite the Faculty Advocates to speak to us on the 28th.

Tom Herald gave an update on several items that he is working on: visitor housing, Interdisciplinary degree in Social Science, Faculty Salaries and Benefits Committee, and the Academic Bill of Rights currently before the House.

Business

The Faculty Affairs committee is devoting several meetings to discussions about the University Grievance Process. Guests invited to speak about the process at today's meeting include Provost Nellis, Ruth Dyer, and Jane Rowlett.

Provost Nellis began the discussion by saying that K-State has an excellent group of people that work with conflict resolution. Our guests offered these reflections on the grievance process:

- These are very stressful situations and all people must be treated with dignity, fairness and respect. There should be a code of conduct to insure that all are treated with respect.
- There should be no disruptions from members of the audience.
- Methods are needed to handle the dismissal of witnesses.
- The physical environment /room setting must be dignified and comfortable. We might consider the "right to bump" room reservations for these processes.
- Definitions. Have a section in each grievance appendix with definitions.
- Role of advocates. More in-depth orientation and pre-hearing agreements could help set the tone. The grievant should always have a choice.
- Have a person with knowledge of procedures present (parliamentarian) for consultation.
- Record of pre-hearing (transcript).
- Conduct training for Grievance Board members actually serving on a grievance and just prior to the grievance hearing.
- The chair needs to have the authority to object to procedures.

Our next meeting will be March 7, 2006. Former Provost Jim Coffman will visit. We will plan to work on recommendations concerning the Grievance Process during April.

The meeting was adjourned at 5:10 p.m.

Minutes respectfully submitted by Beth Turtle