

Minutes
Kansas State University
Faculty Senate
Faculty Affairs Committee

March 7, 2006

Members present: Frank Spikes (Chair), Betsy Cauble, Kathy Greene, Fred Guzek, Mark Haub, Richard Hoag, Tyson Moore, David Nichols, Bill Turnley, Beth Turtle, Stacy Warner and Gary Clark.

Guests: Jim Coffman and Tom Herald

Meeting called to order at 3:30 pm

Grievance proceedings discussion with Jim Coffman: Jim discussed types of grievance issues when he first took over as Provost. Most issues seemed to focus on “deviance from process” and generally related to tenure denial. Jim required Deans and Department Heads to follow procedures and processes that were established. This helped to reduce the number of grievances. One of K-States strengths and difficulties is the department specific criteria for promotion and tenure. The College level screening committees tend to help filter problems and ensure that proper processes were followed. It is important to keep the processes clear and simple to help minimize errors.

The grievance committee needs to be educated and trained on the overall process. The process included an attorney for the University. Some prior discussion focused on paying attorney fees for the grievant. Jim was opposed to this. However some type of allowance system was established.

Jim also discussed other types of grievance issues and topics, such as discrimination. Jim also discussed the KSU ombudspersons and their roles. K-State also has a human systems consultant (Rusty Andrews). Jim highly favors our ombudspersons and the role that they play.

Tom Herald asked about the faculty advocate role at K-State. These roles are also very important, but can take a lot of time away from the faculty member. Jim cautions against faculty spending a lot of time on grievance processes while sacrificing their other professional and scholarly accomplishments.

Frank asked about grievance procedures that were overturned. Sometimes the grievance committee may not agree with the decision of a departmental committee. Again, many of the issues have been associated with a breach of procedure. These types of issues can be easily assessed by committees of different academic backgrounds.

Betsy: Sometimes the departmental documentation is vague and has led to some decisional problems with women faculty and people of color.

All activities related to serving within the grievance process (committees, chairs, advocates) need to be regarded as “service”. They also need to be “de-politicized” to minimize hidden agendas. Jim re-emphasized that the process needs to be maintained in a simplified form. Also all discrimination cases need to involve the office of Affirmative

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Action. One of the greatest challenges is to have “outside” faculty evaluate the case of a faculty member from a different department. This emphasizes the importance of having clear departmental criteria. These documents are to be reviewed every five years by departmental faculty then approved at the Dean’s and Provost levels.

Betsy discussed the issue of copying all of the documents associated with a grievance proceeding. This was identified as a very large task and one that requires caution - the documents are sensitive and confidential. Some discussion also focused on required training for the grievance committee members.

Motion to approve minutes from February 21 - a few minor changes were made regarding members, Provost Nellis’ remarks, and compensation for faculty advocates.

Tom Herald

- Topeka: Looking at an Academic Bill of Rights; Resolution 5035. There is hope that a Bill will not go forward.
- Study Abroad: Needs to be revisited.
- Interdisciplinary Social Science degree program. A meeting was held with various Deans and associated Department Heads. This degree program will not occur until at least 2010.

Frank: Study Abroad- our earlier discussions focused on compensation. That proposal was a conceptual proposal and did not include costs and finances. A new costing model has been developed to assess the cost effectiveness of a planned activity. The new model includes an overhead charge of 10% for the Provosts Office. Some issues have surfaced regarding these extra costs. More students are required to help keep a study abroad activity viable. More information is needed to clarify this issue.

Tom:

- Guest Housing: Space is limited due to Jardine renovation. New space may not be available until 2008. This is a major issue.
- Major ITAC issue associated with Oracle and ISIS. May need to incorporate People Soft to fix this.
- Tuition waiver passed last year. Not all of the allocated funds were used. This will be looked at to possible increase the number of allowed hours.
- Students are looking at a 5 year tuition plan.

Tyson: Discussed that students are looking at enhanced childcare facilities for students.

Frank:

- Next meeting is March 28
- Frank invited a couple of faculty advocates to meet wit us at a future meeting. These faculty may join us on the 28th or a subsequent meeting
- The first round of Senate Elections is tomorrow (3/8/06).

Meeting was adjourned at 5:10 pm

Minutes submitted by Gary Clark