

Minutes
Kansas State University
Faculty Senate
Faculty Affairs Committee
March 28, 2006

Members: Frank Spikes (chair), Betsy Cauble, Mark Haub, Beth Turtle, Stacy Warner and Gary Clark

Meeting called to order at 3:40 pm

Minutes of March 7, 2006 were reviewed and approved.

Informational Items:

- Study Abroad proposal – still being discussed along with other student-based international programs
- Senate Elections – votes due April 5. Frank is currently the only candidate for Vice Chair of Faculty Senate.
- FSFA Leadership – To be discussed at a future meeting.

Grievance procedures – General discussion followed regarding the current issues with the language on Appendix G. Stacy suggested that this can be a big task and asked what our responsibility is. It was suggested to discuss the issues with the current Appendix G. language and to forward that to the Provost and Jane Rowlett to revise the current text.

Stacy. Could a member of the KSU faculty or staff be appointed as the “expert” on the procedures? This may be a 3-5 year appointment, so that this person “knows” the procedures and the procedures are not “relearned” by someone else each year. This also should perhaps not involve active faculty (Gary) because it takes up time from them that they could otherwise be more productive (grants, publications, etc.). Perhaps the process might look at using retired faculty. Tyson’s email also recommended having a handbook “Grievance Process for Dummies”.

Frank. Could have an informational session (training) for new members of a grievance review board with members of a previous grievance review board. The former members could share their experiences, successes, and problems. Also include the university attorney.

Betsy. Have had problems getting faculty to agree to serve on these review boards. The process could be more like the municipal (or State) jury system. As members of the University we have an obligation to serve. The Provost, Deans and Department Heads need to “buy-in” and support this (classes and other faculty commitments may need to be covered).

Betsy asked if we need a general grievance panel. Again, could we use a jury procedure?

Discussion also focused on the role of faculty advocates. It was suggested that retired faculty could serve as a faculty advocate. The process also can appear unbalanced – The University representation includes the Provost, the respective academic Dean, and Jane Rowlett, while the grievant “side” has the grievant and a faculty advocate.

Frank will review and consolidate his notes along with notes from other member and the minutes from Gary.

Meeting was adjourned at 5:10 pm

Minutes were submitted by Gary Clark