

Minutes
Faculty Affairs Committee Meeting
April 21, 2009

In attendance: Jim Nechols, Jennifer Askey, Judy Hughey, Bill Hsu, Clyde Howard, Amy Schultz, Donita Whitney-Bammerlin, Stacey Warner, Kaleen Knopp, Ellen Urton

I. Approval of Agenda

II. Approval of 04/07/09 minutes--unanimous

III. Announcements

- a. Student Life Student Grievance policy—Jim indicated that FAC had no suggestion for changes on that document
- b. Memo at FSLC drafting a suggestion on implementation of imposed furloughs (FSCOUP) passed around. We will see it at the next meeting of FS, likely.
- c. There will be many new members on FAC in the upcoming academic year, as terms expire and committee members rotate off.
- d. FSLC will meet with Pres-Elect Schulz on 4/24 at his request, to bring him up to speed on issues impacting the campus. Jim will be summarizing a number of items that fall under FAC's purview: salaries, fringe benefits, retention, recruitment, work load, etc. He will share the outline with our committee tomorrow. If we see an issue missing, we should communicate with Jim.
- e. Appendix V update: Jim shared our committee's response to the letter from the university attorney's office with FSLC. Our conversation with the Grad Council today will only focus on Appendix A of the Grad Student HB, so Appendix V of UH will wait. The Provost will convene a meeting with parties involved in the grievance process that likely will include Melody LeHew, Fred Fairchild, and Jim Nechols from FS to define the role of FS in the approval process for various student grievance policies across campus.
- f. Modified Duties Policy Proposal. Associate Provost Ruth Dyer indicated she is working on a plan that would help navigate maternity/paternity leave issues on campus. Jim will request a meeting to get a more detailed update on the status, and to see who else, if anyone, is involved in this discussion. (Judy Hughey serves on the Commission on the Status of Women, which had received many accounts of arbitrary implementation of maternity leave on campus. Ruth Dyer is also on the Commission, so she was aware of these accounts.)
- g. E-portfolios: Jim sent Jamene Brooks-Kieffer and Thomas Bell a request to revisit FAC to answer questions and have additional dialogue about the proposal to use e-portfolios for promotion and tenure and other uses. They have been invited to our 05/19 meeting.
- h. Dual-spouse benefits for dependent tuition waiver: Jim has communicated with Karlene Varnadore regarding the formal wording of the document.
- i. Administrative evaluation review (Knopp, Howard, Hsu)
Update on the changes made to the administrative review section based on Fac Sen feedback last month. Will present for second reading in May and vote in June.

IV. Graduate School/Graduate Council Student Affairs Committee grievance policy.

Dean Shanklin attended on behalf of Grad Council and Student Affairs to discuss items that FAC had requested relative to Appendix A in the Graduate Handbook. She explained that the document we addressed had incorporated input received at the September 2007 Faculty Senate meeting, supplemented by further suggestions made by FAC in February 2009. The Student Affairs Committee has discussed our comments twice. Dean Shanklin reviewed each item we commented on or for which we had made a suggested change. There was further discussion and clarification in language, purpose, and intent between FAC and Dean Shanklin. Section 3 was the subject of much discussion as it pertains to how to document each stage of the process for all stakeholders (grievant– respondent(s)) in the dispute. The meeting concluded with Dean Shanklin indicating the Graduate Council and Student Affairs will incorporate suggestions and then have a revised document available for presentation and first reading at FS by early fall semester. FAC suggested that later revision to the graduate grievance policy might consider language and format used in Appendix G or the Honor Council. Dean Shanklin noted that the format used is consistent with other documents in the Graduate Handbook. FAC members reaffirmed that many suggestions for change had been done in support of concerns for graduate student interests.