

MINUTES
Faculty Affairs Committee
Tuesday, January 18, 2011 3:30 pm
Union Room 205

Present: Knopp, Hughey, Davis, Arthaud-Day, Schmidt, Fritch, Johannes, Fullmer, Gould, Weaver, Kellett, Hsu, Reynolds

Absent: Senator Potts (shared committee membership with Senator Weaver)

1. Senator Knopp called the meeting to order at 3:30pm. Knopp announced that Senator Arthaud-Day was present and would be attending the spring 2011 Faculty Affairs Committee (FAC) Meetings, representing College of Business Administration. Senator Knopp also announced that the Salina College of Technology and Aviation was officially now called K-State Salina.
2. The agenda was approved with no changes.
3. Minutes from the last meeting were not yet submitted and therefore could not be approved. They will be included in next meeting for approval.
4. Final Policy flow document from Provost Mason for FS 2/7/11
 - Attachments were sent to all members last week. Senator Knopp gave summary of documents and updated members on the meeting with Provost Mason and Senators Knopp and Hughey. Earlier draft that FAC had voted to send to Executive Committee was not approved by Provost Mason and after meeting with Senators Knopp and Hughey, Provost Mason sent a version to them stating that it was the version of the policy she would like to see go forward to Faculty Senate. Senator Knopp stated that FAC needed to now decide whether to approve the document or not to move forward to Executive Committee.
 - Senator Weaver moved to approve the document; Senator Johannes seconded.
 - Discussion: two major changes are that the expedited section is completely removed and that if after 2 tries of agreement are not successful between Faculty Senate and Administration, the Provost will have the final decision, with explanation. Additionally, some senators discussed that the language in the new version reads terse in places.
 - Some senators voiced the opinion that it made sense to have Administration make final decision because that is why they are in charge; other opinions were that though our current Administration was excellent, a future administration might use that “last word” policy to make large policy changes without approval.
 - One option would be to offer language back to the Provost to soften it to try to avoid a debate/argument on the Senate floor; another option was to change language in section 6 to include an “and/or” rather than just “and”.
 - Senator Weaver stated that it seemed we had a compromise here with something that we wanted (removal of the expedited section) and something we could live with (the final say going to the Provost). Senator Gould agreed raising the point that FAC has been working with this document since August; Senator Schmidt

raised the question of whether or not this version was a step back from shared governance.

- Senator Knopp agreed with Senator Gould stating that it might be time to send the document forward to the Faculty Senate meeting to be looked at by the rest of Senate; also thinks that Provost Mason might be in attendance at next Faculty Senate meeting. Senator Fullmer agreed that it might be time to send it to the Senate floor.
- Senator Knopp also explained another option of not approving/passing it and that the document would then go through Faculty Senate leadership to Faculty Senate floor not coming from a standing committee.
- Senators discussed the need for the “two tries” to be clarified as to what was counted as a try: an email? Phone call? Meeting? It needed to be defined explicitly. Senator Hughey explained that it may not be necessary for the current Administration; it might be for future Administrations.
- Senator Hsu stated the draft was an improvement over earlier drafts and that it is time to move it to the Senate floor, but shares concerns that it might be moving a step back and wonders what the context will be for the documents currently pending.
- Moved to a vote on whether to move the document to Executive Committee to be taken to Faculty Senate floor. In favor: 8 Opposed: 5 Abstentions: 0. Motion passes.

5. Contingent Faculty / Teaching Professorships / AAUP Position: Potts + group

- Senator Potts was not present. Senator Fritch stated that a working group meeting had not been held. Senator Knopp stated that next week might be a possible time for the work group to meet. Members agreed it worked; Senator Knopp stated that she would talk to Senator Potts to see if that meeting date and time would work.
- Senator Hughey added that the topic had been discussed in a meeting with the President and Provost and they were very clear that it was a “no” to instructors having tenure rights; that they were not in favor of granting a tenure position to a teaching (only) faculty member.
- Senators discussed the possibility of Provost Mason attending a work group meeting to share opinion and information to ensure that the group’s time will be well spent.
- Senator Weaver expressed that the AAUP document online is very good and that FAC members should read it if not already done so. He wondered how large the problem is on campus – it is not a large problem in the Department of Physics – but imagines it to be a larger problem across campus.

6. UH policy on Clinical Faculty / Language: Hughey + group

- Working group has not yet met. Senator Hughey asked if FAC members had any information from speaking to respective colleges about instances or wishes of clinical faculty. Senators Schmidt and Johannes had met with their colleges, departments, and extension offices and brought forward examples of clinical faculty type positions. Senator Schmidt shared an example from the Department of Agronomy where there are “Assistant Agronomists” (and related levels of promotion) instead of “clinical faculty” but they were in fact “professors of practice” – this type of position was created at the department level, though had to be approved by the college and Office of Academic Affairs.

- Senator Knopp expressed her wish to have FAC bring forward language to vote on; Senator Hughey stated that it might take a little longer because we need to compare language to other universities as well and then create language that will cover all of our colleges. Senator Hughey stated that the next step would be to meet with the Deans and find out if they want to be involved and engaged in the language of clinical faculty and invite a representative from each to assist in creating the language.
- Senators discussed the different appointments and positions throughout the university such as at Veterinary Medicine, Extension offices, and the Department of Agronomy and how each were different with pay, contracts, and promotion
- The clinical faculty language proposal would be sent to Board of Regents for approval.
- Senator Kellett added that there may at some point be a moment to share ideas between the work group and the contingent faculty work group as possible language and ideas could be converged.
- Senator Knopp asked that we have a module set up on FAC KSOL to start sharing examples of language from other universities. Senator Johannes will add documents/examples from last meeting. Senator Hughey will start scheduling a meeting for the group to continue work.

7. UH policy on bullying: Knopp, Hughey, Fritch, Johannes, Evans

- Group needs to meet to continue work. Possible examples from other universities will be brought forward to FAC to be examined. Senator Evans is no longer on FAC and therefore not on work group. Senator Davis volunteered to replace Senator Evans on group.
- Senator Weaver asked for clarification on the difference between this policy and the harassment policies.
- Senators Hughey and Knopp explained how this item was brought to us – both on behalf of faculty request and from the Office of General Counsel (OGC). The OGC and Affirmative Action have stated that the anti-bullying policy and harassment policies are in fact different and they would appreciate our assistance.
- Senator Johannes reminded group about webinar/training next week on anti-bullying and several senators indicated they would be in attendance.
- Senator Johannes also mentioned bringing in Heather Reed and her office for more assistance.
- Senator Fritch stated that there will be a need to give examples of bullying in the workplace, not necessarily defining it exactly but giving examples of what it could look like. Senators discussed the incidences already known such as office supplies being thrown at colleagues during meetings and intimidation being used to force a colleague to do something.
- Work group members will put examples of language in module on KSOL; Senator Kellett recommended using language and statement from American Council of Education.

8. "Points of Information" -- methods for announcing to FS & faculty

- Senators Hughey and Knopp explained that FAC is asked to recommend/suggest possible procedure for Faculty Senate members to be notified when a Point of Information change happens. Suggestions from discussion include:
 - Transmittal sheet
 - Announcement at Faculty Senate
 - Email from Candace
 - Dean's Council
 - Faculty Senate website

- Noteworthy/Newsworthy mention on university homepage of website
- Summary email from Faculty Senate President Cauble
 - Discussion that these emails seem to be read and NOT deleted by faculty because the emails are not perceived to be university “intraspanning” emails

9. UH Subcommittee Update / revisions for FAC to address: Hughey

- Senator Hughey stated that the subcommittee was currently working on section C; Sections A, B, and C will come to FAC as one package for approval
- Senator Johannes asked how soon Appendix G would be moved along. Senators Hughey and Knopp stated that Provost Mason had said the document is on her desk but that she just had not had time to look at it yet. Senators discussed how it would be good if it was finalized before this round of faculty evaluations but that at this point, it did not seem possible. A question was raised as to what document/version was current and it would be the former version of Appendix G; Senator Gould checked online and that was in fact the version currently online.

10. New Business – there was no new business reported.

11. Meeting was adjourned at 4:56pm