

Faculty Senate Faculty Affairs Committee
Minutes for November 16, 2010

Secretary: Hsu

In attendance: Kaleen Knopp, Judy Hughey, Valerie Evans, Elaine Johannes, Karen Schmidt, Kyle Reynolds, Donna Fullmer, William Hsu, Larry Weaver, Rebecca Gould, Melia Erin Fritch, Donna Potts

Senator Hughey called meeting to order.

Agenda Item 1. Approval of Agenda

MOTION: to recommend approval of agenda (circulated 15 Nov 2010, revised 16 Nov 2010)- moved: Senator Knopp - seconded: Senator Evans - in favor: Motion passed.

Agenda Item 2. See end of document

Agenda Item 3. Policymaking flow

Issues discussed:

Senators Hughey and Knopp reviewed revised version

Senator Knopp reported on input from *faculty senate leadership council, faculty senators, and university general counsel

FSLC* (Faculty Senate officers and committee chairs) will meet with the Provost this week.

There was discussion regarding the primary changes in the document including the expedited section that was deleted and the pros and cons of language that is conducive to shared governance and the consultative process.

It was recommended that following the final passage of the document select forms be developed or revised to assist and track the process. MOTION: to recommend approval of policymaking flow and submission to university administration

moved: Senator Johannes

seconded: Senator Potts

Motion passed.

Agenda Item 4. Section C.162.3 and Appendix A

Issues discussed:

(Various) Scenarios where faculty and staff who are terminated are retained on payroll but escorted out of workplace and prohibited from returning, out of consideration for workplace environment

(Various) Possible adverse reaction by terminated university employee who is notified early; other university policies governing this

(Various) Recourse for terminated faculty

It was recommended to clarify the language to provide for written notice for all those who are terminated. Rationale: terminated people sometimes do not fully understand their status.

Discussion included hiring practices, conditions, and terminology vary by field, sometimes accompanying a change of unit and the differences in terminology regarding non-reappointment and termination

The Section does NOT affect tenure-track faculty who are not given annual reappointment during probationary period

Because we have had this prepared for some time, we need to move this through to FS efficiently.

Questions were raised about ambiguity in calendar; request for clarification from Provost Mason.

MOTION: to recommend approval of revised Section C.162.3 and The Standard for Notice

moved: Senator Johannes

seconded: Senator Evans

Motion passed.

Agenda Item 5. Question from a faculty member questioning if a new policy had been enacted requiring the hiring a department head with tenure.

Issues discussed:

Advisability of MANDATORY appointment with tenure vs. ELIGIBILITY; effect of taking away department faculty's prerogatives

The Historical outcomes of previous such decisions were discussed.

The phrase "Will qualify for tenure" vs. "will be hired with tenure" was distinguished. There were concerns about the rumors and possible misunderstanding with respect to the new position. The language of the job description itself was not deemed problematic. The issue will be clarified with Provost Mason and communicated back to the faculty member.

Agenda Item 6. A question was received from a faculty member regarding a policy on rights of department heads to email faculty during summer months

Issues discussed:

Senator Hughey related that an anonymous senior faculty member expressed concern regarding department heads communicating with 9-month faculty e-mail over the summer. The writer requested that language be added to the handbook specifying this policy.

Several faculty senators related that they had received e-mail over the summer and appreciated communication from department heads, colleagues, and/or other administrators. FAC expressed the importance of good communication between Faculty and department administrators/head regarding expectations and responsibilities during off contract times.

The question was raised regarding the venue whereby faculty can and should be encouraged to voice concerns; some mechanism for airing issues should be available while still respecting jurisdictions.

Faculty are encouraged to discuss concerns with department heads and follow chain of administrative appeals and protocols; this process availing, not necessarily purview of FA committee

Agenda Item 7. Clinical Faculty Language/Policies

Issues discussed:

Best practices at other institutions

Senator Johannes cited examples of relevant cases in her college

Senators Johannes and Schmidt related further research with College of Agriculture caucus chair. Also discussed was the situation at K-State Olathe campus and K-State Salina.

There is strategic timing with respect to President Schulz' K-State 2025 initiative. One Senator pointed out the benefits to recruitment and hiring process of having clear definition of research vs. clinical positions. Another goal of this initiative can be to stimulate discussion about exemplary programs with clinical faculty (e.g., Iowa State University). The Senators also discussed whether the issues affect all faculty and whether a focus group should be formed. More information will be gathered and then it will be decided if a working group should be formed.

Agenda Item 8. Appendix G Review

Senator Hughey reported that the subcommittee of Gould, Kellett, and Johannes, will meet with Hughey and Cauble next week to review the revisions to Appendix G.

Agenda Item 9. New Business

Senator Knopp reported on need to create UH language regarding workplace bullying and called for volunteers to serve on workgroup. Senator Fritch, Senator Johannes, Senator Evans, Senator Knopp, and Senator Hughey will serve on the workgroup.

Principles of Community (PoC) Various senators discussed original PoC document signed during term of FS President Verschelden. Senator Hughey discussed the revised PoC. There are Behavioral standards of collegiality: meeting attendance, posting of office hours, willingness to meet with students, that can be included in P & T and Merit documents.

Agenda Item 2. November 2 minutes

MOTION: to table motion to approve minutes –

moved: Senator Hsu

seconded: Senator Johannes –

in favor: motion passed

Minutes will be distributed and voted on electronically

02 Nov 2010 meeting minutes

Senator Hsu: minutes uploaded to KSOL just before 16 Nov 2010 meeting. FA committee agreed to review and vote by e-mail by the end of this week (Nov. 19)

Senator Gould reported on e-mail outage and requested class work extensions/leniency on behalf of affected students

Agenda Item 10. Adjourn