

Kansas State University Faculty Senate
Faculty Affairs Committee Minutes
1/17/12 Union 205 – 3:30-5:00

Present: Senators Anderson, Hughey, Knopp, Johannes, Fritch, Hsu, Holcombe, Willbrant, and Associate Provost Niehoff

1. Approval of Agenda

- a. Agenda was approved with no changes.

2. Approval of Minutes: 12.6.11

- a. Senator Johannes moved to approve the December minutes; Senator Anderson seconded. Motion passed to approve the minutes with no revisions.

3. Anti-bullying policy/Professional Conduct Policy update

- a. Senator Knopp reported that she, Senior Vice-Provost Dyer, Faculty Senate President Vontz and Past FS President Cauble met to process the feedback received regarding the creation of the Anti-bullying/Professional Conduct policy.
 - i. Senator Knopp reminded FAC Senators that University Handbook Section D.3 was revised and sent forward to Executive Committee. The Executive Committee decided not to place the proposed policy on the Senate agenda as an action item. It was returned to the FAC for further revisions.
 - ii. The feedback being discussed is from many groups of people, including members the Executive Committee, policy work group, university general counsel, and the Provost's Office. This group will work to find the compromise between the importance of paying attention to and honoring the rights of free speech with the need for a policy in the UH that employees can use when bullied. The policy is also needed to be a tool that department and unit heads/chairs can use to address bullying behaviors.
 - iii. Once this group has drafted a revised policy, it will be shared with the policy work group and advance to FAC and Senate, following the procedures of approval/discussion as was done with the earlier draft.
- b. Senator Johannes stated that after reading the supporting materials regarding free speech policies, she is concerned that the documents are not completely appropriate with the focus of this policy. She additionally pointed out that the FIRE article is from an advocacy group. The original plan and focus was to create a workplace policy that will help build a work environment that is not volatile; a policy to guide faculty and unclassified staff when they are bullied and for department and unit heads/chairs to use when addressing the issue. Senators also discussed that though discrimination / harassment issues are important within workplaces in the University, there were also employees who need help who are not covered in the protected classes.
- c. Senator Knopp stated that the small group mentioned above is working towards revised workplace bullying policies and are also examining the Kansas Civil Codes. The Kansas Civil Codes are applicable to classified employees. Senators discussed different scenarios of bullying on campus.

- d. Senator Hughey encouraged FAC senators to review the other workplace bullying policies at schools and in legislation to see if there is language that could be appropriate for Kansas State.
- e. Senators discussed the focus of the anti-bullying policy, its connection to the entire campus, university employment law, and Faculty Senate / University Handbook involvement and role.

4. Professional Titles update

- a. Senator Hughey stated that Faculty Senate Leadership Council drafted a proposal and submitted it to the Provost requesting that a work group be formed to start studying professional titles that could be considered for KSU contingent faculty. Provost Mason requested a delay in that request to move forward with the task force. After meeting with her Vice-Presidents questions were raised that she would like to discuss further with Leadership Council.
- b. Senators discussed the importance to distinguish the Professional Titles/Contingent Faculty/Professors of Practice from the Clinical Faculty Proposal.

5. Clinical Faculty policy update

- a. The work group put together a final draft proposal and submitted it to Board of Regents for final approval.
- b. Senators discussed the importance of clarifying the requirements of clinical faculty titles within departments.

6. Response from E. Dodd regarding C. 131

- a. Senator Knopp reported that she shared the discussion of Professor's Dodd's request at the last FAC meeting with her (general consensus being that if a person meets the requirements of tenure, then they meet the tenure requirements – no “extra” is necessary) and that Professor Dodd accepted the response and stated she would take it back to her college caucus.

7. Hiring Practices-Results and Recommendations from Focus Groups

- a. Jan Middendorf and Lynn Carlin discussed the results of the Hiring Practices focus groups with FSLC. The concerns addressed in the report were discussed. Based upon the results, and discussion with President Schulz and Provost Mason, FS President Vontz wrote a proposal on behalf of FSLC with recommendations that could be changed or implemented immediately. The proposal was sent to President Schulz with the agreement he would respond to these concerns and FSLC's recommendations by the end of January.

8. Vision 2025 Recommendations

- a. Senator Hughey distributed a draft of the 2025 Theme Activities Deemed Priorities written by the FAC work group. The members of the work group decided a better format for this report would be summary paragraphs. Senator Hughey requested that FAC senators read through the draft and comment, provide feedback, and offer any

suggestions. Once voted on and approved by FAC, the report will be submitted to FSLC and could be integrated in the FSLC report that was requested by President Schulz (to have each committee work on such a report). FAC will vote on the document at next FAC meeting.

- b. Senators discussed how the Faculty Senate report and feedback will be used and integrated in the 2025 plans as the University is currently working on college plans.

9. Appendix G Vote Update

- a. Appendix G was not voted on by Faculty Senate at the last meeting because time issues and there was a concern that there might not be a quorum in the Senate meeting. Waiting to vote on the revised Appendix would allow more senators to be present for the discussion. The vote was moved to the February 14th Senate meeting.
- b. Senator Hughey sent a document to FAC senators that explained and summarized the Appendix G revisions. The document will be sent out to all senators before the next Faculty Senate meeting. FAC Senators discussed the document and a possible addition to the timeline chart; overall, the consensus was that the document was clear and explained well.

10. Announcements / New Items

- a. Senator Knopp stated that the Appendix J/PPM 3010 work group proposal was written and sent to Provost Mason; the Provost requested a delay and wants to have further discussion first with FSLC.
- b. Associate Provost Niehoff reminded FAC senators that Vicki Clegg is retiring from her position as Director for the Center for Advancement of Teaching and Learning at the end of the semester. He is organizing a work group to discuss the position description and would like to have a representative from FAC in the group. Senator Hughey will send out a query to FAC senators to be on the focus group.
- c. Associate Provost Niehoff reported the teacher evaluations delay has been addressed. He reported that there were incidences ~~also~~ of faculty not including all required information and the office had to go back and contact departments. The point was made that if faculty used the online evaluation system, results would be processed much quicker. There is no report on the delay in advisor evaluations reporting.
- d. Senators Knopp and Hughey reminded FAC of all the searches occurring on both Manhattan and Salina campuses and encouraged attendance by all.

Meeting adjourned at 4:54