

Kansas State University
Faculty Senate Faculty Affairs Committee
Minutes – October 4, 2011
3:30pm – Bluemont Hall 021

Special Meeting to discuss the Anti-Bullying / Academic Citizenship Policy

Faculty Affairs Committee Members Present:

Holcombe, Fullmer, Cochran, Ehie, Hsu, Johannes, Perez (alternate to Willbrant), Anderson, Knopp, Fritch, Davis, Niehoff, Hughey (via telecommute)

Work Group Members and Guests Present:

Scott Jones, Joelyn Foy, Jenell Williams, Ellen Conroy, Kelli Cox, Roberta Maldonado-Franzen, Debbie Madsen, Mickey Ransom, Betsy Cauble, Ruth Dyer, Gary Leitnaker, Cheryl Strecker, Susana Valdovinos, Tom Vontz

Discussion of the Anti-Bullying / Academic Citizenship Policy

- Senior Vice Provost Dyer gave historical context of the meeting and issue at hand.
 - Originated to respond to concerns raised by faculty, staff, and administration who had encountered behavior issues. Concerns included questions about addressing behavior issues in employee evaluations. The concerns were taken to and discussed by Affirmative Action, Academic Personnel, General Counsel, and various other units including Faculty Affairs Committee.
 - Provost April Mason and Faculty Senate President Tom Vontz met and decided to form a work group to analyze the different issues related, what the current policies address, what gaps are present in the policies, and identify what needs to be better understood.
 - The work group was formed with many people across various departments and units throughout campus. The group met on August 23, 2011 to begin discussion and concluded that there needed to be language added to specifically address the authority of supervisors to include behavior issues in employee evaluations. The group also determined it would be best to use language similar to other university documents and keep the tone as positive as possible.
 - The group identified section D.3 in the University Handbook as a possible location for the language/policy and began working on a draft document. Discussion also included whether or not to use the term bullying in the document.
 - The group met again in September to finalize the draft document and Senator Knopp agreed to take the document to the Faculty Affairs Committee.
 - After discussion at Faculty Affairs Committee meeting, the Faculty Affairs Committee listed questions to be brought back to the work group related to the use of the word bullying, responding to the new federal legislation, potential consequences of employees not following the new policy, the policy's connection/effect on university students, and how D.3 would apply across departments.

- The work group created a new draft in response to those questions and passed it out at this meeting.
- Senator Knopp and Provost Dyer opened up discussion amongst the group to discuss the new draft document.
- Senators, work group members, guests discussed the new draft. Items of discussion included:
 - Legal and legitimate concerns about using the term bullying
 - Responsibility to establish and create a positive environment that we desire on our campus
 - Connection between the Anti-Discrimination Policy, D.3, and Affirmative Action
 - Article from the Foundation for Individual Rights in Education titled “Should colleges be required to prohibit bullying and harassment?” handed out by Cheryl Strecker. Article available at: <http://thefire.org/article/12623.html>
 - Definition of harassment and intimidation in comparison to the definition of bullying (that it includes intimidation, repetition, and a power differential)
 - Examination of the current definition of intimidation and whether or not it includes bullying in the manner of a power differential
 - Protected classes in Affirmative Action and instances of intimidation outside of those protected classes
 - Using D.3 across departments on campus
 - Responsibility of supervisors to respond to complaints of intimidation
 - Connection between policies for classified employees, faculty & unclassified professionals, and students on campus and the importance of ensuring they do not conflict with each other
 - Complications in defining bullying within a legal document, especially in giving examples of what bullying is or can be
 - Importance of using positive language in policy creation and using policies as a tool to reward positive behavior
 - Role of ombudspersons in using and reading policies
 - Importance of engaged supervision and training of personnel management (e.g., department heads)
 - Importance of creating a culture where people feel comfortable and empowered to voice concerns and complaints
 - The new D.3 gives supervisors/department heads to write about behavior in merit reviews
 - Importance of educating people campus wide of the dispute resolution services available on campus
 - Process and length of time for disciplinary action to be taken on a complaint recorded in an evaluation and the various forms of evaluation campus-wide
 - Student behavior / Code of Conduct Policy and SGA’s process of creating policy for the student body
 - SGA’s willingness to work with work group to ensure the policies are similar and do not conflict
 - Kansas State University’s Principles of Community and its importance to campus and this policy creation

- Kansas State University Campus Police and their service to help people on campus who feel threatened
 - Current policies and procedures already in place (e.g., if someone feels discriminated against, he/she can and should talk to Affirmative Action)
 - Responsibility of senators to educate their constituents about the University Handbook policies and procedures
 - Process for all employees to follow to file a complaint, whether they work on campus or an extension office
- Senator Knopp concluded the discussion by thanking everyone who participated and shared insight – stated that the work group will meet again to discuss all feedback given at meeting today.
- Senator Knopp excused all work group members and guests from meeting.
- Approval of Past FAC Minutes
 - Senator Johannes moved to approve the September 6, 2011 minutes.
 - Motion was seconded by Senator Fullmer
 - Motion was approved unanimously
 - Senator Hsu moved to approve the May 3, 2011 minutes.
 - Motion was seconded by Senator Davis
 - Motion was approved unanimously
- Discussion of D.3 new draft / meeting with work group and guests
 - Senator Knopp stated that if any Senators had questions, to share them with her and she would take them to the work group
 - Senators stated that D.3 should include the word bullying; the new draft did in fact address the specificity that was discussed at last FAC meeting; overall, senators were pleased with the revision.
- Announcements
 - Senator Fritch reminded senators that the Michael Tilford Conference on Diversity was being held October 24-25, 2011 at Kansas State and that registration was open until October 17, 2011
- Meeting adjourned at 5:26p