

**Kansas State University Faculty Senate
Faculty Affairs Committee Minutes
10/18/11 Bluemont Hall 021 – 3:30 pm**

Present: Senators Fullmer, Cochran, Ehie, Anderson, Perez, Hughey, Fritch, Hsu, Knopp, and Senior Associate Provost Dyer

1. Approval of Agenda – approved unanimously

2. Approval of Minutes: 10.4.11 – approved unanimously

3. Anti-bullying policy (Revised D.3)

- Senators discussed the FAC’s opinion to include the bullet point with the word “bullying” in the revised D.3, and discussed the importance of its inclusion due to the power differential involved with bullying. It was also noted that having the word “bullying” impacts web searches for searchers looking for a “bullying policy.”
- Senators Hughey and Knopp shared that faculty had been contacting them regarding the status of the anti-bullying policy and to state their approval of seeing it pass and become policy. Senators discussed the importance of FAC’s responsibility to respond to faculty concerns.
- Senators and Provost Dyer discussed the details of voting on the revised D.3 policy and the process involved. The FAC decided to vote on the policy and if passed, to then send it to the Provost, the work group and general counsel. If approved by the above, the policy will then go to Executive Committee to be approved for it to go to Faculty Senate. The work group meets again on October 24th and Executive Committee meets again on October 31st.
- Senator Cochran moved to approve the new D.3 Anti-Bullying language. Senator Fullmer seconded the motion. Motion to approve the policy passed unanimously.

4. Revised Affirmative Action policy/ Removal of Appendix J

- Senators Hughey and Knopp reviewed the history of the revised Affirmative Action Policy since the university received word in April 2011 that the policy needed to be revised to include policies responding to sexual violence in a more comprehensive manner. Senator Hughey summarized the communications relevant to the removal of UH Appendix J, and the inclusion of the link to the new PPM policy.
- Senators discussed the concern that policy and procedure was not followed in that process, because faculty were not involved/nor participated in making the policy. Senators clearly stated that the concern is not just about the policy itself, or addressing the federal mandate, but also about the fact that Faculty Senate was not allowed to participate in the development of the policy. The mandate was known on April 4th and though FAC does understand that time is an issue, FAC Senators stated that they also feel confident that they can work quickly, and should have been involved with the policy change. The policy making flow was not followed.
- Senators Hughey and Knopp stated that Senate Leadership is addressing the issue and stated that overall, it’s about communication. All those involved have mutual goals, but have different paths of arriving at the goals.
- Provost Dyer and Senator Hughey discussed the events that may have led to the removal of Appendix J from the University Handbook and how there may have been miscommunication between general counsel and Executive Committee members.
- Provost Dyer stated the policy did in fact belong to Affirmative Action and can be changed in the Policy and Procedure Manual. Senator Perez agreed but clarified that the problem was the removal of Appendix J and its replacement with a link to the PPM. Provost Dyer agreed that process was where the

miscommunication occurred and also explained the inclusion of hyperlinks in the University Handbook as a whole and past decisions made by FAC and the University Handbook Committee.

- Senator Fullmer asked if there was something in Appendix J that is now completely gone because it's been replaced with the link. Provost Dyer explained the Policy on Gender was there and Senator Hughey added that it was in fact now gone from the University Handbook with the removal of Appendix J.
- Senators discussed how the transmittal/tracking sheet was used for this particular change in the University Handbook and how more miscommunication occurred within the process.
- Senator Knopp added that on Friday, October 21st, Faculty Senate Leadership was meeting with Provost Mason and they would be discussing some of these issues of miscommunication and the issues raised on the Senate floor last week. Senator Hughey added that it was important for FAC to have feedback and discussion of these issues and the Senate Leadership is working on solving the communication issues.

5. Appendix G

- Senator Hughey reviewed the past timeline and updated the FAC on the progress of Appendix G. General counsel met with Provost Mason, Faculty Senate President Vontz, Provost Dyer, and Senator Hughey; general counsel member Strecker made recommendations for changes, including revising it to include a two-tier system and removing the right of faculty to grieve merit issues.
- FAC Senators discussed the two-tier recommendation and the fact that FAC had voted last year to not move to a two-tier system. Senators discussed the many anecdotal examples of faculty stating they appreciated their right to grieve. Senators discussed the fact that there are not many grievances on campus and the benefits to the process as a whole.
- Senator Hughey and Senator Knopp agreed the best plan was to officially vote on the recommended changes from general counsel. Senator Hughey will share draft documents of Appendix G with corrections made and also the proposed language by general counsel to FAC Senators. At the next FAC meeting, FAC will vote on the Appendix G changes and recommendations.

6. K-State 2025 Themes for Faculty Affairs Committee

- Senator Hughey recommend a special work group be formed to respond in a timely matter to call of President Schulz to examine the K-State 2025 themes in connection with the goals of the FAC.
- Senator Knopp added that in the past, work groups would use the fourth Tuesday of the month to meet. Senators discussed that the fourth Tuesday of this month was the 25th which is the Tilford Conference at K-State and also there were senators with Tuesday night classes. Senators decided to have the work group meet on Thursday, October 27th at 3:30 instead.
- Senators Hughey, Fritch, Fullmer, Ehie, Hsu volunteered to meet on that Thursday. Senators Knopp and Anderson also volunteered to assist with the work group though they would be unable to meet on Thursday.

7. Additional Questions

- Senator Fullmer asked to be added to the agenda for the next FAC meeting to discuss the work of the Faculty Salary/Fringe Benefits Committee. One item to be discussed is the committee's recommendation to raise the number of credit hours a faculty member can take for free at the university to match that of the dependents.
- Senators and Provost Dyer discussed briefly where the number of hours dependents are given was derived from and the possible number of hours for faculty potentially being raised.
- Senators Knopp and Hughey agreed to add it to the agenda and to invite Senator Perez back for the meeting as he is the chair of the Faculty Salary/Fringe Benefits committee.

7. Meeting adjourned at 5:03pm.