

**Kansas State University Faculty Senate
Faculty Affairs Committee
Minutes
November 4, 2014
3:30 – 205 KSU Student Union**

Attending: Regina Beard, Betsy Cauble, Eric Dover, Todd Easton, Jani Vibha, Lotta Larson, Mindy Markham, Jeff Stevenson, and Esther Swilley.

Human Capital Liaison: Charlotte Self

- ❖ Call to order by chair, Betsy Cauble.
- ❖ October 21, 2014 Minutes Approved
- ❖ Old Business:
 - OPEN ACCESS:
 - Open Access Policy will go forward to the December Faculty Senate meeting. It was delayed because Marty is not available for the November senate meeting.
 - RETENTION RAISES/BONUSES
 - Human Capital is putting together focus groups and then have open forums followed by a proposed plan. Betsy will communicate with Cheryl Johnson to see if we can be involved in the planning of the focus groups.
 - DEAN REVIEW
 - Section B of the handbook has a lengthy discussion about administrator evaluation procedures. This is the university structure section (B123 – 125)
 - C41.4 – C43, C157 – C158.3
 - President is up for a complete revamp and perhaps a different timeframe. If you wait 5 years to do a 360 evaluation, it's almost too late. Questions regarding: when is the right time? How often should we have these reviews? Human Capital will take the lead, but we will have input.
 - **ACTION ITEM: Have discussions with faculty and staff we work with regarding what they think the review process should look like.**
 - OMBUDS
 - Do we need to look at and think about another model for Ombuds given issues with our current system:
 - There are fewer faculty applying to become ombuds.
 - Because of Title IX and the change in how we have to report sexual harassment and sexual violence, anyone considered a supervisor is a mandated reporter because they are an agent of the university. The ombuds have developed an informed consent form that informs people who come to them that they

are mandated reporters. In the long-term, this may not be what is best for the ombuds program.

- Might be a possibility to engage retired faculty members and unclassified professionals.
 - A question was asked regarding whether or not a person would need to be a paid employee in order to be an ombuds.
- There are some universities that have an ombuds office and have paid employees fill those roles.
- We can also look into seeing what other places are doing.
- Regina, Jeff, and Betsy will look into what other institutions are doing for this process.
- Betsy will invite the ombuds to come to one of our meetings to talk with us about issues they've experienced.
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❖ NEW BUSINESS:

○ SOCIAL MEDIA POLICY

- A procedure for applying Kansas Board of Regents social media policy was written to go in the Policy and Procedures Manual.
- This policy is designed to provide a process in the event that someone would be held accountable for violating the social media policy.
- Right now, the President has to decide. The President does not want to have this decision all to himself.
- This would establish a process to be employed in case an employee needs to be sanctioned.
- There was a concern raised that it is slanted toward faculty as it was believed that unclassified professionals cannot grieve this. This was refuted, though, as it was discussed that because this would be dismissal due to "cause," an unclassified professional could grieve the dismissal.
- It was clarified that this social media policy is in place regardless of whether something is said "off clock" as a citizen or "on clock" as an employee of the state.
- It was raised that the panel idea was good to have representatives on the panel from the person's peer group (i.e., USS, unclassified, or faculty).
- It was raised as a concern that it wasn't directly stated that the president could place an individual on leave with pay. It was clarified that the president holds the power to do this, and so it does not need to be explicitly included.
- Todd Easton moved and Eric Dover seconded to move the policy forward.
- The policy was moved forward to Faculty Senate.

❖ OTHER ITEMS:

- It was raised that the legislature passed that instead of raises, employees will get a \$250 one-time bonus this year. This bonus will be included on our December 5th paychecks.

Meeting was adjourned.