

**Kansas State University Faculty Senate**  
**Faculty Affairs Committee**  
**Minutes**  
**February 2, 2016**  
**3:30 – Union 205**

- ❖ Attendance: Charlie Barden, Betsy Cauble, Christina Geuther, Mindy Markham, Jackie Spears, Jeff Stevenson, Jessica Van Ranken, Loren Wilson (alternate), Brian Niehoff (provost liaison), and Charlotte Self
- ❖ The January 19, 2016 minutes were approved.
- ❖ Guest: Travis Gill, Director of the Office of Institutional Equity and Compliance
  - Travis Gill presented the Policy on Consensual Relationships/Management of Personal Conflicts of Interests policy he is proposing to be included in the PPM. This document includes policies and procedures relating to employee/employee and faculty/student relationships. This policy is currently being reviewed by the General Counsel's Office. If this policy is passed, it will negate the need for Faculty Affairs to develop a similar policy in the University Handbook. Instead, this policy can be referred to within Appendix D of the University Handbook.
- ❖ New Business
  - Wording in Sections C12.6 and C13 vs. C81
    - Mindy Markham rewrote section C12.6 in the following manner based on previous discussion, especially regarding interpretation of the word "penultimate." The committee approved of the change.
      - C12.6 Full-time tenure-track/tenured faculty members may apply to their department or unit head for a one-time, one-way transfer to one of the appointment categories specified in 12.1, 12.3, 12.4, or 12.5. See provisions regarding clinical track faculty in (12.2). A tenure-track faculty member must request the transfer prior to applying for tenure and promotion, and in any event must be made prior to but no later than September 1 of the final year in which the faculty member would be considered for tenure penultimate year of the probationary tenure-track appointment. All transfers must be approved by the college dean.
    - C13 vs C81, seems to be redundant, so C81 was removed. The committee approved of the change.
  - GTAs and dismissal for cause
    - Mindy Markham met with Carol Shanklin at the graduate school who recommended incorporating language from the Graduate Handbook indicating that graduate assistants who are terminated for cause prior to the end of their contract do not have access to formal grievance procedures. This language was added in C39.1 and a hyperlink to Appendix A of the Graduate Handbook was included. The committee approved of this change.
    - Additionally, language was added in C75 to clarify that the formal grievance hearing available to faculty does not include graduate assistants. The committee approved of this change.
- ❖ Old Business
  - Social Media Storm Policy MOU
    - Mindy Markham brought drafts of an MOU (Agreement on Addressing Circumstances where Immediate Sanction of Faculty or Professional Staff is Contemplated by Central Administration: A Partnership between the Office of the President and Faculty Senate). Minor revisions had been made since the last meeting including removing the inclusion of an ombudsperson as an advocate for the faculty member, including someone from Human Capital Services and/or the Office of the Legal Counsel, and adding a requirement to review the document every 3 years.
    - A concern was discussed that individuals consulted (e.g., Faculty Senate President) in such a situation may be exposed to potential grievances and/or lawsuits.

- The committee voted to approve moving the MOU forward to Faculty Senate, but wants FSLC to thoroughly discuss the legal concern and to return it to committee if they have further concerns regarding the MOU and the related legal issues.
- Personal Conflict of Interest:
  - The committee would like to place links to all policies relating to nepotism and personal conflicts of interest in one place – Appendix D. Discussion will continue regarding where to include this information.

The Meeting was adjourned.

❖ Next Meeting: February 16, 2016 Union 205 at 4:00