

Faculty Affairs Committee - Minutes

April 1, 2024

3:00pm – 4:00pm

Lincoln Room – Memorial Union

Members Present:

Sarah Cook, Linsey Modellmog, Dion Harnowo, Erin Grant, Jody Toerber-Clark, Barbara Scofield, Danny Wade (ex-officio)

Members absent: Von Hansen, Eric McHenry, Ross Friesen, Thomas Sneed

Guests: Tracy Wagner

1. Call to Order at 3:00 pm by Chair, Linsey Modellmog
2. Approval of Minutes from the meeting held on September 18, 2023
 - a. Sarah Cook moved that the minutes be approved as presented and was seconded by Erin Grant. There was no discussion, and the minutes were approved.
3. Old Business – none
4. New Business
 - a. Faculty Handbook – Termination of Faculty
 - i. Faculty Senate requested review and feedback only
 - ii. Sarah Cook made a motion to discuss the matter and it was seconded by Jody Toerber-Clark
 - iii. Jody is currently on the Faculty Handbook Committee and provided some background information. Tracy Wagner also provided background.
 - iv. It was noted that Faculty Affairs does not make any decisions, only provide recommendations
 - v. In comparison of the proposed changes with the version of Faculty Handbook on the website it was noted that some major changes included cross-examination of witnesses, inclusion of a general statement as to why the faculty can be dismissed, and that the FDRC make recommendations and not binding decisions
 - vi. Linsey Moddlemog expressed that a distinction should be made between a faculty member's personal life (and what is said and done in that vein) vs. their professional and/or as faculty of the university
 - vii. It was noted that the policy stated that faculty could be terminated for substantial violation of policy, but the committee would like to have a more defined definition of "substantial" as used in the Faculty Handbook.
 - viii. The committee discussed how this policy goes hand-in-hand with Performance Improvement Plans, HR regulations, etc.
 - ix. It was noted that faculty want to make sure the policy did not work against them in situations like was done at Emporia State University.
 - x. The committee members did agree that the proposed version was an improvement from the previous version.

Approved: via email vote 4.10.24

- xi. It was noted that verbiage consistency was needed in the document. For example, there are timelines which state 'number of days' vs. number of days 'on receipt of.'
- xii. It was noted that the policy provides for a Faculty Advisory Counsel (to the Provost) could be selected but was not required.
- xiii. It was suggested that the Glossary of Terms might be helpful to assist faculty in determining the exact meaning of terms in the policy vs. common definitions.
- xiv. It was also noted that the changes should be revised to match WUBOR Bylaws.
- b. Faculty Senate Constitution – proposed edits for phased Faculty Senate Presidents
 - i. It was noted that the proposal was presented to allow for continuity and transition in leadership for Faculty Senate
 - ii. It was also noted that the committee was tasked with proposing edits and making suggestions to Faculty Senate
 - iii. Jody Toerber-Clark made a motion to discuss, and it was seconded by Sarah Cook.
 - iv. Barbara Scofield spoke about the written proposal she had presented to the committee
 - v. There was significant discussion on the roles of a president-elect and past president; the term lengths; release times for faculty in these positions; etc.
 - vi. After a lengthy discussion concerning the proposed edits the committee determined that they do not have a consensus and need more time to make formal recommendations.
 - vii. At the conclusion of this meeting the committee wanted to share the concerns they would discuss further:
 - 1. Faculty Senate Bylaws - Page 3, Section D – term limits
 - 2. Continuity issues – generally assuming continuity is a good thing to have, however, in some instances it may not be good. The committee wants to reflect more on how the proposal should be worded to provide alternatives or exceptions
 - 3. Previous president influence – how would this help or undermine current president
 - 4. Every faculty senate representative should be elected by their unit – not appointed
 - 5. Should there be an option for the president to serve more than a one-year term
 - 6. Academic release issues
- 5. Announcements
 - a. Next meeting is scheduled for Monday, April 15, 2024, at 3:00pm in the Lincoln Room.
- 6. Adjournment
 - a. With no further business Sarah Cook moved to adjourn the meeting and Jody Toerber-Clark seconded. Motion passed. Meeting adjourned at 3:54pm.

Notes taken by Beth Mathews

Approved: via email vote 4.10.24