

**Washburn University
Faculty Affairs Committee**

Minutes of February 9, 2009 Meeting
Mosiman Room, Memorial Union

Present: Michael McGuire (Chair), Brenda Patzel (Co-Chair), Linda Croucher, Myrl Duncan, Barbara Ginzburg, Park Lockwood, Tracy Routsong, Gene Wunder.

- I. The meeting was called to order at 3:30pm.
- II. Domestic Partnership Benefits were discussed. There is a domestic partnership document from 1998 and a memorandum sent to President Farley from the Benefits Committee in 2003 that were reviewed. The memorandum was distributed to the Faculty Senate as an information item last FS meeting. The purpose of this is to receive input from faculty to determine interest and potentially put together a working Domestic Partner Benefits document.
- III. Conflict of Interest / Grievance policy. The FAC discussed the idea of having two separate documents: a Conflict of Interest policy and a Grievance policy. There was some confusion and questions regarding the reasons for separating these policies. It was unclear how the current by-laws provide a process for faculty to appeal a tenure and / or promotion issue. It was also unclear whether pursuing a Grievance policy that allowed for appeal of P & T issues was feasible.
- IV. Intellectual Property Policy. An Intellectual Property Policy has been proposed in the past, but has not been approved by Washburn University. A draft of this policy has been reviewed by the FAC. There is currently an Intellectual Property Committee that is reviewing this issue. The FAC will contact the chair of this committee and receive updates on this process. The FAC will continue to communicate with this committee and provide updates on its progress to the FS.
- V. Faculty – Administration income / raises. Based on reports provided by Institutional Research, there does not appear to be an inequity between faculty and unclassified employees in terms of average merit increases for the past three years. Additionally, Robin Bowen noted that all units receive the same merit increase. Therefore, the FAC is no longer pursuing this issue of ensuring that the average merit increase for faculty is the same as it is for administrators.

Meeting was adjourned at 4:40pm.

Next meeting will be Monday, 3/30, at 3:30pm in the Crane room.

Submitted by Park Lockwood, Secretary of the Faculty Affairs Committee