

Faculty Handbook Committee
Washburn University
1-8-2019

Present: Ball, Barker, Bird, Byrne, Carpenter, Frank, Fried, Holthaus, Mazachek, McMillan, Munzer, Scheibmeir, Sollars, Stephenson, Tate, Thor

Minutes:

I. Call to Order

The meeting was called to order by Mazachek at 2:02 PM.

II. Welcome

III. Approval of minutes

The minutes for the 12/11/2018 meeting were approved.

IV. Old Business- none

V. New Business

The most recent version of the Procedure for Termination section was distributed, including edits that the committee discussed in the December meeting, and the committee discussed these edits. Munzer moved and Thor seconded to forward the sections devoted to Pre-termination Resolution (V.B) and Employment status pending procedure (within Formal Termination Process, V.C) to the Faculty Affairs committee for their consideration only, with the understanding that the sections related the Termination Appeals Committee (TAC) procedures still required additional committee attention. The motion carried.

Mazachek emphasized that the committee's work must go before Faculty Senate this year. Mazachek and Fried will draft text for the committee's consideration regarding TAC procedures for the next meeting. In preparation, and after having reviewed the appeals procedures at other institutions, Fried offered the following questions for the committee's consideration:

- 1) *Does the committee want to limit on the number of people the faculty member can recommend to the faculty senate as a TAC member?* The committee indicated a consensus on a list of three people (from which Faculty Senate picks one)
- 2) *Does the committee want to place any limitations on who the faculty member can recommend (e.g., no members from his/her department)?* The committee was divided on this topic. Fried reports that other institutions' policies exclude colleagues from the department, both for the protection of the process and the people in the department.

The committee discussed the possibility of department members being asked to be a witness or provide evidence if they cannot be committee members.

- 3) *Is the VPAA allowed to submit a list of potential committee members as well?* Mazachek expressed a preference that the VPAA not influence the membership of the committee, saying administration should not have a hand in appointing the appeals committee.

- 4) *What if those recommended by the faculty member refuse to serve?* The group agrees that if the list recommended is exhausted and no one agrees to serve, the Faculty Senate proceeds with appointments without soliciting additional recommendations from the faculty member.

- 5) *Who is eligible as a "faculty member" to serve on the committee.* The committee was divided on this topic and did not reach a clear consensus.

VI. Announcements- none

VII. Adjourn

The meeting was adjourned by Mazachek at 2:53 pm.