

Faculty Affairs Committee Minutes
Monday, October 9, 2017
2:30 – 3:30 pm
Lincoln Room

Present: Rick Barker, Bobbe Mansfield, JuliAnn Mazachek (ex officio), Linsey Modellmog, Barbara Scofield, Mary Sheldon, Freddy Sourgens, Janet Todwong, Michelle Watson, Kelly Watt

1. Approval of Minutes from September 11, 2017 meeting
The minutes were sent to the committee for review. The minutes were approved and will be forwarded to Faculty Senate.

2. Action Items:

Employment Outside the University:

This agenda item was submitted from the Faculty Handbook Committee. A motion and second were made to open the discussion.

Dr. Mazachek provided a brief overview and Kelly Watt, who is a member of the handbook committee also provided some insight. It should be know there is language in the WUPRPM which has been in place and without review for a long time. This language is different from what is in the handbook, and the handbook committee has had many conversations in attempt to determine the best policy for consideration.

Thoughtful discussion occurred with the Faculty Affairs committee. That discussion included some of the following:

- A question was raised regarding how 9 and 10 month faculty members fit. 9 and 10 month faculty are considered ongoing and continuing employees of the institution, and there is a reasonable presumption that employment will continue the next academic year. Although an annual letter and/or contract is provided for the next academic year, the institution pays for health insurance through the summer and faculty members can reasonably assume their employment will continue.
- It is important to understand faculty members who request to teach at other institutions may not compete by teaching classes that are taught on campus.
- Is there an appeal process for the decision of the Dean? Some felt the grievance process might help as this is a term or condition of employment.
- It was felt the “conflict of interest” could be strengthened to provide specifics on what could be a conflict. After some discussion, members understood why this couldn’t be specific and agreed with the proposal that perhaps everyone at the institution should sign the Conflict of Interest form.

- Some discussion occurred about changing “full time faculty members” to “Tenured and Tenure track” faculty members. It was felt this change would allow lecturers to teach anywhere unrestricted from Washburn. Dr. Mazachek indicated we include lecturers as part of the faculty in other realms of the university, and they should also have to request approval and not compete with courses taught at Washburn. Through this discussion it was learned KU has a practice to not allow their lecturers to teach elsewhere.

Continued conversation occurred related to compensated work that isn't teaching. It was indicated that compensation for work that isn't teaching could be approved and it is incumbent upon the faculty member to report that work to the appropriate dean. If the work doesn't compete with the time necessary to accomplish work for Washburn University then the request could be approved, but that approval is up to the Dean of the academic unit.

Freddy Sourgens asked if the following wording could be added to the last paragraph of the agenda item:

“...institution without the advance approval of the Major Academic Unit Dean, which may not be unreasonably denied.”

The committee members felt the addition of this phase would strength the agenda item as it moves forward into the governance process.

A motion to accept a friendly amendment was made and seconded to insert the following:

“...institution without the advance approval of the Major Academic Unit Dean, which may not be unreasonably denied.”

The wording of Vice President for Academic Affairs has been removed based upon the last version from the Faculty Handbook committee.

This motion was approved.

Meeting adjourned.

