Faculty and Student Policies Committee Minutes

Faculty and Student Policies Committee Meeting on 10/20/16

Present: Chuck Zartman, Judy Hennessy, Nik Janos (proxy Jennifer Wilking), Jodi Shepherd (proxy Maris Thompson), Sarah Blakeslee, Ann Schulte (proxy Leo Kirchhoff), Jennifer Meadows, Tim Sistrunk, David Scholz, Sandy Parsons, Carl Pittman, Jeff Livingston (proxy Sudick)

Absent: Michael Rehg, Melody Stapleton, Barbara Sudick, Malcolm McLemore, Michael Pratt, Vu Nguyen, Kelsey Harington, Leo Kirchhoff

1. Approve minutes of 9/29/16
   Minutes from 9/29/16 approved.

2. Approve today’s agenda
   Agenda for 10/20/16 approved.

3. Announcements

4. Addition to FPPP 10.1.1.0 on Joint Appointments – Introduction Item

   Discussion of Joint Appointments after report from subcommittee. Discussion issues were questions related to workload, management and organizational issues. The need for a comprehensive policy in FPPP was discussed. Discussion related to "vagueness" of proposed policy and whether more specificity was desirable vs. ambiguous language that would allow for differing needs among departments with joint appointments. Proposal was made to incorporate memoranda of understanding between departments to clarify ambiguity and accommodate interdepartmental expectations.

   Passed as introduction item.

5. Proposed EM on Workplace Abusive Conduct – Discussion Item

   EM 12025 Campus behavior and violence. Proposed new EM to address bullying, with violence covered in a separate document. Campus climate surveys have consistently identified bullying as a problem. Legislation changing to identify abusive behavior in the workplace as an area similar to sexual harassment for staff training and policies to define, prevent, regulate such behavior. President’s office on board for developing and implementing appropriate policies and awareness. Different from discrimination and harassment outlined in other EMs that address behavior toward protected classes. Discussion of behaviors aimed at individuals that may be spread to others, rather than a direct bullying attack. Some implicit behaviors may also create an environment of bullying (being left out of email notices, for example). Other issues were overuse/abuse of authority (explicit threats during interactions, etc.). Discussion also occurred around behaviors that threaten/affect a person’s employment status. Bullet list names behaviors that fall under the auspices of the EM, and must include all the elements of the bulleted list. Change the wording from “business of the University” to “work of the University”. (see EM 1096 and 1097) Discussion re making sure that investigations under this section align with ADA guidelines. Discussion of items and completion of complaint form. Questions re outreach, training, etc. for implementation.
6. Other
   a. Internship subcommittee: draft of document governing such (testing and drafting
      ongoing)
   b. Subcommittee working on rebuttal rights of faculty: differences of opinion leading to
      two different documents. Subcommittee urged to work to resolve those differences and
      bring a single proposed policy document.
   c. Development of policy for adjunct faculty: Jennifer and Sarah to work on a new
      document. No language in CBA regarding adjunct faculty, with some confusion between
      temporary and adjunct faculty.
   d. SJA grievance process needs revision/work (considerable dissatisfaction with current
      EM). Important to involve students and faculty outside SJA and other stakeholders.
   7. Adjourn

Meeting adjourned at 3:26 p.m.

Links to: Academic Senate
         Current Executive Memoranda
         The FPPP
         The CBA
         The Constitution of the Faculty
         Student Judicial Affairs, Campus Policies