

Faculty Rights, Privileges and Responsibilities (FRPR) Committee
September 30, 2014
Minutes

Present: Mario Medina, Kirk McClure, Amalia Monroe-Gulick, Jan Sheldon, Jim Thorp, and Jerry Mikkelson

Absent: Rick Hale, Laura Hines, Nancy Kinnersley

The FRPR Committee met on September 30, 2014 at 2:00 pm in the Baer Library in 4001 Dole Human Development Center.

Welcome to New and Returning Members:

The following are the members of 2014-2015 FRPR committee.

Returning Members:

Rick Hale, Aerospace Engineering
Laura Hines, Law
Mario Medina, Civil/Environ/ Arch Engineering
Kirk McClure, Urban Planning
Amalia Monroe-Gulick, Libraries
Jerry Mikkelson, Russian, East European and
Eurasian Studies (non-voting member)
Jan Sheldon, Applied Behavioral Science
James Thorp, Ecology & Evolutionary Biology

New Members:

Nancy Kinnersley, Electrical Engineering and Computer
Science

2014-2015 FacEx Charges to the FRPR Committee

The following are the 2014-2015 charges:

Standing charges:

As circumstances require:

1. Monitor the implementation of university policies related to the rights and responsibilities of the faculty, including the following general areas (1) appointments, promotions, granting of tenure, and non-reappointments; (2) merit evaluations, rewards and sabbatical leaves; (3) protection of the faculty's right to privacy; and (4) intellectual property. Review all current policy statements regarding these matters to

- ensure that they are adequate, appropriate, and readily available to all faculty members. Report issues, problems, and recommendations to FacEx (ongoing).
2. Respond to inquiries and address issues regarding faculty rights, privileges, and responsibilities (as they arise).
 3. Communicate with representatives of the AAUP regarding their concerns relating to faculty rights, privileges and responsibilities. Report issues, problems, and recommendations to FacEx (ongoing).

Specific charges:

1. Conduct a survey to assess present faculty responses to the Core Curriculum and its implementation.
2. Be prepared to consider subsequent recommendations for change in the Faculty Code of Rights, Responsibilities, and Conduct, and make appropriate analysis, comments, and recommendations to FacEx.
3. Consider whether KU should adopt a policy concerning excused absences for university activities. If the recommendation is to adopt such a policy, provide suggested language for the policy. Report the committee's recommendation and rationale to FacEx.
4. Review and summarize current Institutional Opportunity and Access (IOA) programs and procedures pertaining to faculty responsibilities regarding sexual harassment and discrimination.

Information Regarding Specific Charges

- a. Conduct a survey to assess present faculty responses to the Core Curriculum and its implementation.

This is in response to our committee's concerns from last year where we indicated that there might be an issue with the Core Curriculum impinging on faculty rights. FacEx looked at our report and decided that it needed to know how faculty members feel about the Core Curriculum before FacEx can make any decision on a course of action.
- b. Be prepared to consider subsequent recommendations for change in the Faculty Code of Rights, Responsibilities, and Conduct, and make appropriate analysis, comments, and recommendations to FacEx.

Evidently, there have been some conversations between University governance members and the Provost's office regarding the proposed Code. Hopefully, we will be given the Code this year so that we can comment on it.

- c. Consider whether KU should adopt a policy concerning excused absences for university activities. If the recommendation is to adopt such a policy, provide suggested language for the policy. Report the committee's recommendation and rationale to FacEx.
 - This issue involves addressing whether we should have a university policy that provides for excused absences for university-sponsored athletic and other activities.

- d. Review and summarize current Institutional Opportunity and Access (IOA) programs and procedures pertaining to faculty responsibilities regarding sexual harassment and discrimination.
 - This issue was brought up at the June 3rd FacEx meeting and concerned whether faculty are fully aware of their obligations in this area, the applicable procedures, and the resources that are available to them.

Faculty Code of Rights, Responsibilities, and Conduct

Jan Sheldon reminded the committee of the history of the proposed Faculty Code of Rights, Responsibilities, and Conduct (Code). After studying the issue and working on a proposed draft for two years, FRPR sent a proposed Code to FacEx in the spring of 2012; that proposed Code was approved by Faculty Senate on May 3, 2012 and sent to the Provost's office. The Provost revised that proposed Code and sent it to FacEx during the 2013-2014 school year.

On September 24, 2014, Kathleen Levy on behalf of Professor Jim Carothers, Chair, faculty Senate Executive Committee, sent a copy of revisions to the proposed Code that had been suggested by the Provost's office with responses from FacEx. The FRPR committee decided that the first charge that we should address would be reviewing the edits to the Code. The committee compared our proposal to what was sent to us by Professor Carothers. We began by going through the Code line-by-line. We were able to review the Title, Definitions, and the first 10 rights. We will continue the review of the Code at our next meeting on October 7, 2014, at 2 p.m.

Next Meeting: Our next meeting will be Tuesday, October 7, 2014, at 2:00 pm in the Baer Library in Room 4001 Dole Human Development Center. The next meeting after that will be Tuesday, October 21, 2014, at 2 pm.