

**Faculty Rights, Privileges and Responsibilities (FRPR) Committee
February 16, 2015
Minutes**

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

Absent: Laura Hines

I. Approval of December 2, 2014 Minutes

Kirk McClure moved and Amalia Monroe-Gulick seconded the motion that the December 2, 2014 minutes be approved. They were approved unanimously.

II. Core Curriculum Survey

In January, Jan Sheldon sent the survey to the committee members to ask for their feedback. Based on this feedback, we reworded the questions so that they were worded in an unbiased manner. Jim Thorp suggested that we use a rating scale rather than discrete choice answers. The committee decided that a rating scale would provide faculty members the ability to give more precise answers. Rick Hale offered to put the survey in a format that used a sliding scale.

III. Excused Absences for University Activities

A FacEx meeting occurred during the week of December 8th, where Jim Carothers presented our recommendation to not institute a policy requiring instructors to excuse absences for university activities. After Jim Carothers presented our recommendation, no one opposed it, so it was accepted by consensus rather than on a vote.

IV. KBOR Social Media Policy and KU Social Media Policy Procedures

The committee discussed the topic of the Kansas Board of Regents (KBOR) Social Media Policy and the KU Social Media Policy Procedures. The committee on the KU Social Media Policy Procedures is chaired by Jonathan Mayhew. Jan Sheldon emailed Jim Carothers and Jonathan Mayhew on December 2, 2014, and inquired about whether the FRPR committee would be allowed to review and comment on the KU Social Media Policy Procedures prior to the Faculty Senate's discussion. Jonathan Mayhew emailed Jan the next day indicating that he was planning on presenting the draft approved by SENEX on Tuesday, December 2, 2014, at the University Senate meeting on Thursday, December 4, 2014. Jonathan stated that the draft would then be discussed fully at the February University Senate meeting, and a vote would be taken on it in March.

The policy is posted on the governance site, where there is a forum for commentary. Jonathan welcomes any comment from FRPR or from any individual members, but he does not want to delay the process by having it go through another committee, especially since they have been negotiating with the Provost's office since the summer. Jan believes that he would like to have a policy regarding the procedures implemented without undue delay because without a procedure in place, faculty and staff are largely unprotected under the KBOR Social Media Policy. Jan indicated to Jonathan that our committee did not want to imply that the policy be referred to our committee, rather what we wanted is a chance to review and comment on it before a vote is taken.

The committee discussed extensively this policy regarding the procedures to be followed if the Provost alleges that a faculty or staff member has violated the KBOR Social Media Policy. The committee has serious concerns regarding the composition of the review panels/boards. As the procedures are currently written, the Provost must approve the membership of these review panels/boards. The committee believes this is inappropriate since the Provost is the party bringing the action against a faculty or staff member. The committee proposed suggested changes to address this issue. Additionally, the committee had concerns about the time periods in which the review panels/boards were required to make their determinations. A suggested change was proposed to address this issue.

V. Faculty Code of Rights, Responsibilities, and Conduct

Jan emailed Jim Carothers on December 3, 2014, to express our views regarding our role in approving the Faculty Code. She stated that the FRPR committee is very appreciative of the efforts by Jim Carothers, Chris Steadham, and other FacEx members to negotiate a Faculty Code that is acceptable to both the faculty and the Provost. She also indicated that although the FRPR committee is protective of the Faculty Code and of faculty rights, the FRPR committee understands that the final decision regarding the Faculty Code will be made by Faculty Senate. Nonetheless, the FRPR committee would like the opportunity to comment on the Faculty Code prior to a final vote. Jim Carothers graciously responded on both December 4, 2014 and December 5, 2014, stating that the FRPR committee would be given the proposed Faculty Code to review two months prior to a vote being taken on it.

We have not received any additional information regarding the status of the Faculty Code.

VI. Faculty Responsibilities Regarding Sexual Harassment and Discrimination

Due to time limitations, we were unable to discuss this topic.

VII. Next Meeting:

Our next meeting will be March 2, 2015 at 2:30 pm in the Baer Library in Room 4001 Dole Human Development Center.