

**Faculty Rights, Privileges and Responsibilities (FRPR) Committee
March 23, 2015
Minutes**

Present: Rick Hale, Nancy Kinnersley, Kirk McClure, Amalia Monroe-Gulick, Jan Sheldon

Absent: Laura Hines, Marion Medina, Jerry Mikkelson, Jim Thorp

I. Approval of March 2, 2015 minutes

Jan did not have the minutes from March 2nd typed, so we will review them at our next meeting.

II. Updates

a. Core Curriculum Survey

Amalia stated that there are approximately 1700 faculty, and she had received over 116 survey responses. She would like a reminder to be sent out asking faculty to respond if they have not done so already.

b. Social Media Policy Procedures

Jerry presented the FRPR Response to the proposed Social Media Policy Procedures at the March 26th Faculty Senate meeting. There was a great deal of discussion, and a vote was not taken. The Faculty Senate will vote on a proposal in April.

c. Faculty Code of Rights, Responsibilities, and Conduct

We discussed the Faculty Code that Jim Carothers sent out to all faculty. We had a number of concerns:

- 1. In the preamble, there is a statement that any changes to the Code would need to be approved by the Provost. Many FRPR committee members felt that this gave ownership of the Code to the Provost and that faculty were subservient to the Provost. This did not appear to be appropriate for a Faculty Code.**

2. **Members felt that faculty should be notified of any change to their personnel file and that faculty should have access to their files.**
3. **Members had concerns about the ability of the University to obtain restitution as a sanction.**
4. **Members had concerns about the ability of administrators to impose Administrative Leave Without Pay without due process.**

The proposed Code will be discussed at the Faculty Senate meeting on March 26th at 3:30. All FRPR members were encouraged to attend this meeting.

III. Faculty responsibilities regarding sexual harassment and discrimination

Jan emailed Jim Carothers asking for clarification of our charge regarding faculty responsibilities regarding sexual harassment or sexual discrimination. Jim at first responded that perhaps we should look at “frequently asked questions” that IOA may have received about this. He subsequently emailed saying that he had been interviewed by a UDK reporter regarding this issue and was reminded that he took an on-line training. He personally felt that if a student reported an apparent case of sexual harassment, he would encourage the student to report it himself/herself; he would feel that it was a violation of confidence for him to report it. Thus, he now believes that his response to our inquiry should be: “As all faculty were advised of the Sexual Harassment procedures by (method and date), there seems no immediate need for FRPR to review, etc. anything further at the present time.” The question still remains about whether faculty completely understand their reporting responsibilities even though they have taken the online tutorial.

IV. Next Meeting:

Jan will email regarding the date of the next meeting.