October 13, 2021
3:00 pm
Zoom Meeting (https://isu.zoom.us/j/99413822096)

In Attendance: Kellee Kirkpatrick, Tony Forest, Michael Roche, Lyle Castle, Libby Howe, Beth Downing, Mona Doan, Tesa Stegner, Andy Holland, Jen Adams

Absent but Excused: Jasun Carr, Corey Bartle, Char Byington, Jared Barrott

Recording Secretary: Ann Medinger

I. Welcome
   a. A count was done to ensure that we have quorum
      i. We do have quorum

II. Announcements and Updates
   a. None

III. Report from Faculty Senate Meeting (Monday, October 11, 2021)
   a. Message from Faculty senate Chair Jasun Carr
      i. Two changes were made to ISUPP 4041
      ii. FS Chair thanked FPPC members for all their hard work
   b. Faculty Senate will be sending out the same survey that was sent out last spring to gather data on the faculty’s take on program health.
      i. The survey will be open for another three weeks.
      ii. Please fill out the survey and encourage your constituents to fill out the survey as well

IV. Report from University Policy Manager, Libby Howe
   a. Alcohol policy just came out of 30-day review and will go to upper admin for approval
   b. Technology and accessibility policy just came out of 30-day review but is going back to working group for a correction
   c. A version of grievance policy was passed by Faculty Senate
      i. It next goes to Admin Council for their approval
V. Suspension, Dismissal, Termination for Cause (ISUPP 4039)
   a. Question to be addressed in the revision of this policy
      i. The name of the policy
         1. A discussion ensued on this topic
         2. Wordsmithing on the title of this policy took place
         3. Title the council likes is “Faculty Suspension or Dismissal for Adequate Cause”

   ACTION- Forest moved that we rename the policy, “Faculty Suspension or Dismissal for Adequate Cause”
   Holland seconded
   Motion carried unanimously
      ii. Important definitions to include
         1. Discipline
         2. Suspension
         3. Dismissal
         4. What is a grievable suspension or dismissal
         5. Appeal
         6. Adequate cause: Record of addressing with no improvement
         7. Administrators with Faculty Appointments

   iii. The actors/stakeholders involved in the process
         1. Provost
         2. Dean or Unit Directors
         3. Vice President
         4. Faculty Member: Subject to Recommendation for Dismissal or Suspension
         5. The Respondent/Provost/Dean? To be determined

   iv. The general responsibilities of the different actors/stakeholders
         1. Provide reasoning/evidence justifying adequate cause for dismissal/suspension
         2. Timely notification and time stamps for each step of the process
         3. All aspects in writing (Certified Mail?)

   v. The requirements and/or recommendations for informal resolution
         1. Required
         2. Notice must be given and opportunity to respond must be given
         3. Given opportunity to meet but meeting not necessarily required
         4. Opportunity to resign during this stage. ( doesn’t need to be formally written in)
         5. Opportunity to ask question about this stage

   vi. The origination of the appeals process
         1. Informal
            a. Whoever is wanting to make the recommendation starts the notification process
         2. Formal
            a. Refer to 4041
               i. Will be revisited after we see what happens with ISUPP 4041
vii. The composition of the appeals panel
   1. Distribution of Representation
      a. 2 Faculty per college (KDHS has 2 Colleges: Pharmacy and College of Health)
      b. Representatives based on # of Faculty?
   2. Who are eligible
      a. Tenured, Non-Tenure-Track, Tenure-Track?
   3. How to Get on Panel
      a. Admin Appointed?
      b. Elected?
      c. Faculty Senate Appointed?
      d. Drawn by Lot of Tenured Faculty Senate Members
   4. Size of Committee
      a. 4-5 (Same as Grievance?)
   5. Terms?
      a. Time Limits?
      b. Staggered Terms?

viii. The similarities/differences in the 4039 and 4041 grievance committee processes and how much do/should we cross reference
ix. Burden of proof language
x. The nature of the report generated by the grievance committee
xi. Do we want/need a flowchart

VI. Meeting Adjourned
ACTION- Downing moved to adjourn the meeting
Roche Seconded
Motion Carried
Meeting adjourned at 4:59 pm

Important Dates:
Monday, October 25th Faculty Senate Meeting
Wednesday, October 27th Next FPPC Meeting