

## Faculty Handbook Committee Minutes

Mar. 10, 2025

3:00 p.m. – 5:00 p.m., JGH 245

Chair: Melissa Brooks

Secretary: Melinda McLelland

2. Adopt agenda: Motion made to adopt agenda with minor edits. Seconded. Approved.
  - Remove Lorraine as proxy for Allisa
  - Add 6.3.3.3 Censure to old business
2. Approve previous minutes: Motion made to adopt minutes with minor edits. Seconded. Approved.
  - Add results (8 yes, 1 no) from Qualtrics vote to grievance policy section
3. Officer reports
  - a. Chair - In process of finalizing ballots for colleges up for election. Will distribute Qualtrics ballot in coming weeks.
  - b. Secretary – No report.
4. Old Business
  - a) 1.8.9 Faculty Intermediaries (Previously 1.8.9 Faculty Mediators)
    - Motion to bring to floor for discussion. Seconded.
    - Open for discussion. Summary notes included below:
      - a. Questions to consider: what is being lost in removing the language/position? What exactly does the intermediary do? Is there a strong rationale for maintaining the investigative role?
      - b. Concerns with burden on faculty asked to serve in intermediary role were presented.
      - c. Recognition that the new ombud role moves the former component to an informal, a priori role.
    - Motion call to vote on 1.8.9, 2<sup>nd</sup>, 4 in favor, 5 opposed
    - The minority vote was based on the previously noted concerns from faculty senate about losing the investigative role/faculty protection.
  - b) 1.8.6 Ombud Amendment (second vote on amended language)
    - Motion to bring to floor for discussion. Seconded.
    - Open for discussion. Summary notes included below:
      - a. Concerns expressed about the requirement of a report being provided to faculty senate in the second sentence of the amendment.
      - b. Support expressed for access to a more general report that is consistent with the new Ombud reporting obligations.
      - c. Concerns over can/will language presented.
      - d. The exclusion of the requirement does not prevent a report or presentation being made available by the Ombuds upon request.

- Closed for discussion.
  - Motion call to vote on 1.8.6, 2<sup>nd</sup>, 1 in favor, 8 opposed
  - The minority vote was based on the desire to have transparency and the report made available to faculty senate.
  - A request was made for a new proposal to either eliminate/edit second sentence to be brought to the next meeting for a vote.
- c) 6.4.4 Procedure for Termination (Intermediaries) (Previously 6.4.4. Procedure for the Termination of a Faculty Member Prior to the Expiration of the Contract Term or for Termination of a Tenured Faculty Member)
- Motion to bring to floor for discussion. Seconded.
  - Open for discussion. Discussion closed.
  - Motion to call to vote on 6.4.4, 2<sup>nd</sup>, 2 in favor, 7 opposed
  - The minority vote based on concern about losing investigative role/faculty protections.
- d) 6.3.3.3 Censure (Intermediaries)
- Motion to bring to floor for discussion. Seconded.
  - Open for discussion. Discussion closed.
  - Motion to call to vote on 6.4.4, 2<sup>nd</sup>, 3 in favor, 6 opposed
  - The minority vote based on concern about losing investigative role/faculty protections.

Note: In light of votes on 6.4.4 and 6.3.3.3 need to update previously withdrawn proposals to correct language to reflect new Ombud role. This will be addressed next meeting.

5. New Business - None

6. Discussion/Decision/Action Items

- a) Workload Task force – documents in Workload Taskforce File  
- Kelly Lester updated committee on progress. Currently editing proposal based on feedback. Faculty Handbook should receive chapter 4 revisions soon.
- b) 7.1, 7.2 Grievance Policy – if needed  
-Melinda will attend faculty senate meeting to answer questions about grievance policy proposal. Reminder to seek feedback from constituents before next meeting.

7. Good of the order - none

**Next Meeting:** April 14, 2025, 3:00 p.m.

**Voting Elected Members Group One (September 2024 – August 2027)**

Member of Faculty from the College of Arts and Sciences – **Mac Alford**

Member of Faculty from the College of Nursing and Health Professions – **Hyunmin Kim**

Member of Faculty from the University Libraries – **Melissa Brooks**

**Voting Elected Members Group Two (September 2022 – August 2025)**

Member of Faculty from the College of Business and Economic Development – **Melinda McLelland**

Member of Faculty from the College of Education and Human Sciences – **Lindsay Wright**

At-Large Member of the Gulf Coast Faculty – **Allisa Beck**

**Voting Appointed Members**

Member of the Faculty Senate (Appointed by the FS Executive Committee) – **Matt Donahue**

Member of the Dean's Council (Appointed by the Dean's Council) – **Trent Gould**

Member of the Council of Directors (Appointed by the Council of Directors) – **Sara Jordan - Proxy: Derek Patton**

**Non-Voting Ex-Officio Members**

Representative from the Office of General Counsel – **Subrina Cooper**

Representative from the Office of the Provost – **Kelly Lester**

**Gallery Attendance:** David Beckett