

Faculty Handbook Committee Minutes

May 12, 2025

3:00 p.m. – 5:00 p.m., JGH 245

Chair: Melissa Brooks

Secretary: Melinda McLelland

1. Adopt agenda: Motion made to adopt agenda with proxy edit. Seconded. Approved.
2. Approve previous minutes: Motion made to adopt minutes with name correction. Seconded. Approved.
3. Officer reports
 - a. Chair
 - a. Election Results
 - i. Gregory Bradley – CBED
 - ii. Stacy Reeves – CEHS
 - iii. David Holt – Gulf Coast
 - b. Secretary – No Report
4. Old Business
 - a. 7.1, 7.2 Grievance Policy – (7.1 7.2 Grievance Policy – Voting Documents)
 - i. Feedback from University Community (7.1 7.2 General Faculty Feedback)
 1. Motion to bring to floor for discussion. Seconded.
 - a. HR and Legal counsel provided rationale for removing the presidential level of review.
 - b. Faculty senate representative voiced concerns over removing the presidential level of review.
 2. Motion to close discussion. Seconded.
 - ii. 2nd vote
 1. Motion to hold second vote on currently written proposal with amended changes (including the presidential review). Seconded.
 - a. Vote: 8 yes, 0 no, 1 abstain
 - b. Chapter 4 (Annual Evaluation of Faculty Performance) – (3. Updated Ch.4 revision) – 2nd vote
 1. Motion to bring to floor for discussion. Seconded.
 - a. Kelly Lester mentioned two minor edits are included in the document.
 2. Motion to close discussion. Seconded.
 3. Motion to hold second vote on currently written proposal. Seconded.
 - a. Vote: 9 yes, 0 no, 0 abstain

c. 1.8.6 Ombud Amendment – (1.8.6 bis Faculty Ombud Amendment (ver. 2) - 2nd vote on New Language

1. Motion to bring to floor for discussion. Seconded.
2. Motion to close discussion. Seconded.
3. Motion to hold second vote on currently written proposal. Seconded.
 - a. Vote: 9 yes, 0 no, 0 abstain

5. New Business

a. 6.3.3.3 Censure (Ombuds) – (6.3.3.3 Censure (Ombuds))

1. Motion to bring to floor for discussion. Seconded.
 - a. Support for removing ombuds because due process is part of the progressive discipline policy which came after the ombuds language was originally created.
 - b. The ombuds option is not required in the policy, but is an option to the Provost. Seems superfluous and incorrect.
 - c. Faculty concerned over losing protection with the removal of the ombuds. However, faculty senate plans to develop a new proposal that is vetted by the faculty to introduce next year as a replacement for the investigative role once served by the ombuds.
2. Motion to close discussion. Seconded.
3. Motion to hold first vote on currently written proposal. Seconded.
 - a. Vote: 7 yes, 1 no, 1 abstain

b. 6.4.4 Procedure for Termination – (6.4.4 Procedure for Termination)

1. Motion to bring to floor for discussion. Seconded.
 - a. Discussion combined thoughts on 6.4.4.11
 - b. Language needs to be cleaned up to remove ombuds and then 6.4.4.11 can be edited and added back based on discussion.
2. Motion to close discussion. Seconded.
3. Motion to hold first vote on currently written proposal. Seconded.
 - a. Vote: 7 yes, 1 no, 1 abstain

c. 6.4.4.11 Final Institutional Review – (6.4.4.11 Final Institutional Review)

1. Motion to bring to floor for discussion. Seconded.
 - a. Motion for friendly amendment to change 6.4.4.11 to 6.4.4.9 (Mac Alford Accepted)
 - b. Motion for friendly amendments to edit language to include “at the beginning of each academic year...” replacing simultaneously, other minor edits made to clarify language around “by lot” (Mac Alford Accepted)
2. Motion to close discussion. Seconded.
3. Motion to hold first vote on currently written proposal with friendly amendments. Seconded.

- a. Vote: 9 yes, 0 no, 0 abstain
- 6. Discussion/Decision/Action Items
 - a. June meeting
 - i. Potential conflicts
 - 1. Virtual meeting will be on June 9th (3-5)
- 7. Thank you
 - a. Outgoing committee members
 - b. Continuing committee members
- 8. Good of the order
 - a. In the future, it would be beneficial for proposals to include comments if they can be made anonymous.
 - b. Faculty Senate Review Committee will be assigned at the beginning of the year.
 - c. Request for Andrew Haley to provide a summary report of ombud issues at a future meeting.
 - d. Members emphasized the importance for future members to follow the by-laws and to allow the committee to follow the proper process without overreacting to varying opinions. It creates a perception of being attacked and is unnecessary.

Next Meeting: TBD (June 2025) as determined by committee

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 (Proxy: Kevin Stott)**

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**

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, Jeremy Scott, Josh Bernstein, Jennifer Courts, Brian Spuhler, Emileigh McCardle, Kelly Vera, Marlene Naquin, Leonard Troughton, David Holt, Kemal Cambazoglu, Michelle McLeese, Janet Gorzegno, Damon Franke, Marie Danforth, Holly Miller