

Faculty Handbook Committee Minutes

Mar. 9, 2026

3:00 p.m. – 5:00 p.m., Cook 206AA

Chair: Melissa Brooks

Secretary: David Holt

Start: 3:10 (construction delay)

End: 4:54

1. Adopt agenda
 - a. Motion and Adopted
2. Approve previous minutes (Feb. 2026)
 - a. Motion and Approved
3. Officer reports
 - a. Chair
 - a. New committee member Bret Becton replacing Trent Gould
 - b. Secretary
 - a. None
4. Old Business
 - a. None
5. New Business
 - a. 1.8.6 Faculty Ombud
 - i. Moved to floor
 - ii. Discussion
 1. Re-bringing back to the committee after failing first vote from February 2026 meeting.
 2. Question about Full Professor as ombud or not, Associate Professor. Right now, it is 3 years at the institution and tenured.
 3. Amended to remove full professor as required for ombud, to serve for the academic year...
 4. Amended to add tenured candidate for ombuds with understanding the job description will list qualifications
 - iii. Call for First vote 9-0-0-0, in favor, opposed, abstain, absent
 - b. 5.5.4 External Evaluators + 5.8.1.2.1 The School
 - i. Moved to floor
 - ii. Discussion
 1. Clean-up of understanding the letters should not go back to those going up for promotion during promotion process
 - iii. Call for first vote 9-0-0-0, in favor, opposed, abstain, absent
 - c. 3.3 Responsibilities Related to Research/Creative Activities
 - i. Moved to floor
 - ii. Discussion
 1. Outside employment is in another section

2. Conflicts discussion introduction
3. 3.3 proposal has been revised several times before this version
4. Language need review from ORSD, etc. To confirm language before second vote
5. Wordsmithing
- iii. Call for first vote
 1. Call for first vote 9-0-0-0, in favor, opposed, abstain, absent
- d. 7.2 Filing Grievances
 - i. Moved to floor
 - ii. Discussion
 1. Grievance process and where it goes and when
 2. Idea is that grievances start a one level above the grievance
 3. Do all grievances go to school director?
 4. Motion to close discussion
 - iii. Call the question
 1. 0-9-0-0 first vote failed and sent back for more language clarification
6. Discussion
 - a. Still working on associate and assistant school director language
7. Good of the order
 - a. Reminder that we finish meeting in May and can only have a June meeting if approved by the Provost. So, all new proposals need to be submitted for the April meeting to complete our 2-vote process.

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

Member of Faculty from the College of Arts and Sciences – **Eric Tribunella**

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 2025 – August 2028)

Member of Faculty from the College of Business and Economic Development – **Gregory Bradley**

Member of Faculty from the College of Education and Human Sciences – **Stacy Reeves**

At-Large Member of the Gulf Coast Faculty – **David Holt**

Voting Appointed Members

Member of the Faculty Senate (Appointed by the FS Executive Committee) – **Franklin Heitmuller**

Member of the Dean’s Council (Appointed by the Dean’s Council) – **Bret Becton, Replacing Trent Gould (stepping down)**

Member of the Council of Directors (Appointed by the Council of Directors) – **Melissa Kossman**

Non-Voting Ex-Officio Members

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

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

Emileigh McCardle