

**Minutes  
Faculty Affairs Committee**

**Emporia State University  
September 22, 2009  
Xi Phi Room, Memorial Union, 3:30 p.m.**

- I. Call to order:** Chair M. Morales called the meeting to order.
- II. Attendance:** Members present; Edwin Church, Roberta Eichenberg, Giovanna Follo, Ted Gentle, Kevin Johnson, Sheryl Lidzy, Michael Morales, Charles Pheatt, Marjorie Werly, and George Yancey. [Roberta Eichenberg is replacing James Ehlers, Art, for the remainder of the term.]
- III. Approval of minutes of previous Faculty Affairs committee meeting:** After several clerical corrections, the minutes from the September 8, 2009 meeting were approved.
- IV. Announcements**
1. Chair Morales announced that President Lane has compiled a committee to respond to the recent Legislative Post-Audit Report. Provost Mehring will chair that committee, which will include members from administration, faculty, classified staff, students, and 2 members from Emporia.
  2. Morales announced that the Dean of the College of Liberal Arts & Sciences is discussing “Spirit” Awards: for faculty, staff, or student who embody the spirit of LA&S.
- V. Old Business**
1. **Change in Selection of Grievance Committee:** Normally the selection process for the committee occurs within the Faculty Affairs Committee. However, the Provost [Responder] is out of town. An alternate proposal was submitted to the Grievant, who has agreed to this proposal. The purpose is to speed the grievance process.
  2. **FAC Subcommittees:** The subcommittees will meet on Tuesday, September 29 and need to designate a spokesperson.

<i>Budgetary Exigency Policy</i>	<i>Faculty Salary Equity</i>
<ul style="list-style-type: none"><li>• Edwin Church</li><li>• Mike Morales</li><li>• Charles Pheatt</li></ul>	<ul style="list-style-type: none"><li>• Roberta Eichenberg</li><li>• Ted Gentle</li><li>• Sheryl Lidzy</li><li>• George Yancey</li></ul>

*Furlough Policy*

- Roberta Eichenberg
- Ted Gentle
- Charles Pheatt

*Graduate Faculty Membership Policy*

- Giovanna Follo
- Charles Pheatt
- George Yancey

*Grievance Policy*

- Edwin Church
- Kevin Johnson
- Mike Morales
- Marjorie Werly

*Intellectual Property Policy*

- Giovanna Follo
- Kevin Johnson
- Sheryl Lidzy
- Marjorie Werly

**V. New Business**

1. **Graduate Faculty Selection:** Charles Pheatt distributed the policy for appointment of Graduate Faculty. The committee meets annually to reappoint those who are members of the Graduate Faculty. During the recent meeting three faculty members were demoted from “Regular Graduate Faculty” to “Associate Graduate Faculty.” The reason attributed to this decision was that the Graduate Council should not merely “rubber stamp” department reappointments, but should thoughtfully consider such recommendations. The reappointment change decision was made based on the submission of a 2-page resume for each faculty members’ most recent five years’ work. Based on the presentation of this policy, Charles Pheatt proposed that the FAC consider the policy in order to make it more objective so that fair and equitable decisions may be made about reappointments in the future.
2. **Maternity Leave Policy:** The state of Kansas maternity leave policy indicates that the new mother may use her sick leave when she delivers the baby. She may not receive sick leave donations from other employees to cover her unpaid leave. The committee discussed the current policy, but did not make any recommendation for future analysis of the policy.
3. **Furlough Policy:** Charles Pheatt distributed the Interim University Policy on Furloughs, University of Illinois, 9/15/09 and raised the question: “Should furlough of employees effect classes?” After discussion on the topic, it was determined that this is an issue that the Furlough Policy will address further. Other questions:
  - When are furlough days?
  - When does it affect students?

Because there is NO meeting currently schedule for Tuesday, September 29, the subcommittees will meet at that time. Chair Morales will arrange for a location. The subcommittee members are charged to collect preparatory information prior to that meeting.

**VII. Adjournment** by Chair Morales (4:48 p.m.)

Submitted by Sheryl Lidzy