



Faculty Personnel Policy Committee

AGENDA

Date: Wednesday, September 26, 2012
Time: 3:00 – 5:00pm
Location: 2264 KC

- Approval of Agenda
- Approval of Meeting Minutes: September 12, 2012
- Announcements:

Old Business

I. Charge #3: *Baseline Expectations*

“Review Handbook language regarding Baseline Expectations (3.01.B-E) and determine how this is used in the personnel process. Make recommendations on the definition of this term and its implementation in the personnel process.”

Attached Related Document: FPPC Memo to UAS/ECS (April 10, 2012)

New Business

I. Charge #6: *Faculty Bullying Faculty*

“Please research whether faculty bullying faculty is a pervasive and measurable issue at GVSU. If so, please identify various forms of bullying and develop university-wide policies to prevent bullying and/or to enforce consequences on bullying. The following [link](#) may serve as a starting point for your discussions.”

Attached Related Documents:

1. Excerpts from Faculty Handbook 3.02.F, “Collegiality” and 3.01.I “Professional Ethics”
2. Article from *Inside Higher Education* (linked in charge) entitled “Bad Professor” by Kaustuv Basu, June 15, 2012

2. Charge #8: *Maternity and An Academic Career at GVSU*

“While a flexible tenure clock has been developed at GVSU to help male and female professors achieve a life/work balance, please investigate if more can be done to solve the leaky pipeline problem which mostly affects female academicians. Please develop policies that would aid colleagues with families have more flexibility in reaching their career goals while also raising a family. We attach an [article](#) as a suggested starting point for discussion.”

- Attached Related Documents:
1. Excerpt from Faculty Handbook 3.07. A, “Family and Medical Leave Policy”
 2. Excerpt from Administrative Manual 4.2.7.2, “Extending Probationary Appointments by Pausing the Tenure Clock”
 3. Article from *American Scientist* (included in charge) entitled “When Scientists Choose Motherhood” by Wendy M. Williams and Stephen J. Ceci, March 2012
 4. Recent fliers advertising workshops and ancillary support from the GVSU Women’s Center & the GVSU Women’s Commission

Closing Comments