

## Faculty Personnel Policy Committee

Minutes: September 26, 2012

**Present:** Jan Brashler, Jay Cooper, Kurt Ellenberger, Gary Greer, Paul Jorgensen, Linda Masselink, Marie McKendall, Chuck Norris, Gabriela Pozzi, Scott Richardson, Dan Vaughn

**Not Present:** Andrea Bostrom, Jon Jellema, Christopher Kierkus

1. Approval of Agenda; Motion to approve by Cooper; second by McKendall
2. Approval of minutes; Motion to approve by Jorgensen, second by McKendall
3. **Old Business:** Chair reported that he received some feedback from ECS on Charge #3: Baseline expectations; term “normally” will be reinserted under section on teaching

ECS has also requested a list of other faculty activities outside of teaching, service and scholarship be developed. FPPC discussed the merit of developing such a list; will recommend that these activities be addressed under broad theme of service. New language shall read: “Service may include participating in college or university activities that support the OPERATION and mission of the college or university”.

4. **New Business:** Charge #6: Faculty bullying faculty; Chair reported that current faculty handbook addresses collegiality in terms of personnel reviews and in a section under faculty research. FPPC briefly reviewed some of the literature on this topic as well as peer-institution web sites (Eastern Washington and Texas A & M). Since the charge from ECS was to collect data on whether there is evidence that bullying is occurring at GVSU, the committee will explore the development of a survey to address this and identify other concerns in this area. Marie will draft a survey for the next meeting.

Charge # 8: Maternity and an academic career at GVSU was also discussed. Two sections of the current faculty handbook were reviewed (3.07 & 4.2.7.2). The committee discussed the challenges facing parents and mothers in particular and the degree to which current policies address the issues; it was agreed there was some confusion about the purpose or focus of the proposed policy and that FPPC should ask for some clarification of the charge from ECS.

Meeting was adjourned at 4:20pm. Next meeting will be October 10 in KC 2201.

Respectfully submitted by Jay Cooper