

## Faculty Personnel Policy Committee

Minutes: November 14, 2012

Present: Jan Brashler, Chuck Norris, Gabriela Pozzi, Marie McKendall, Paul Jorgensen, Jay Cooper, Dan Vaughn, Andrea Bostrom, Kurt Ellenberger, Linda Masselink, Jon Jellema, Scott Richardson

Not present: Gary Greer, Christopher Kierkus

Agenda and minutes were approved.

### **Old Business**

#### *Charge #3: Baseline Expectations*

Revisions were discussed. "Full time load" instead of "12 hour load" will be used for faculty handbook language. Library faculty will need to be addressed at another time.

Motion was made by Paul Jorgensen to accept rewrite of this document. Marie McKendall seconded the motion.

Motion was passed.

#### *Charge #7: Adjunct Faculty*

A request from adjunct faculty asked for new terminology in the faculty handbook to support part-time faculty. The new terminology will be "part-time". Kurt will look for consistency in the faculty handbook for using the new language.

Marie moved to accept the revisions and Paul seconded the motion.

Motion passed.

#### *Charge #7 Senior Adjunct Instructor Title for Community Business Leaders*

A request for consideration for individual appointments coming from community business leaders and terminology for their titles was charged to FPPC. Where this charge originated is unclear. Kurt will take this charge back to ECS for more clarification.

#### *Charge #10: Early tenure*

ECS sent FPPC document on revisions to wording about going up for early tenure back to FPPC.

"Exceeded expectations" was preferred over "exceptional" for identifying those individuals who feel they qualify for early tenure decision. Revisions will be made to the text.

ECS questioned where this text fit into the faculty handbook. FPPC proposed to add this language under section 2.8 in Chapter 3: Academic Tenure. A new number 2.8.4 with a reference to 2.9.1 for further information will be included in revisions Kurt will make.

References to Section 2.8.4 will be added to 2.5 Regular Faculty Rank and to the Administration Manual 2.10.3 Initiation of Reviews in the document for ECS.

Chuck Norris moved to accept these revisions. Paul seconded the motion.  
Motion passed.

*Charge #6: Faculty Bullying Faculty*

FPPC determined Climate Study data is not sufficient to get specific information on bullying at GVSU. Chuck Norris and Marie McKendall prepared a short survey for faculty to assess bullying of/by faculty. The committee discussed definitions of bullying and the survey questions. Kurt will send the survey to ECS. The survey will be reviewed with the Statistics Consulting Center before going out to faculty.

The meeting was adjourned at 4:15 pm.

Respectfully submitted,

Linda Masselink