

Faculty Handbook Revision Committee

Notes

September 1, 2015

Members Present: Roberto Canales, Barry Wisdom, Chris Herr, Sharmistha Self, Alicia Mathis, Jamaine Abidogun, and Chris Craig

Chris began the meeting at 2:00 p.m.

Chris Craig stated that we have gone through one actual UHP from start to stern and was fixing to do another but it was resolved. There were some procedural things that came up in chapter 13. It was easily fixed. The President pressed charges and we needed to clarify that the President isn't the one that has to show up at the UHP. The lawyer of the faculty member was pointing to the procedural things in that respect. There was a suggestion that there be one single phrase that suggests that the President didn't have to be there, but a representative could be. It was stated that if he is the one pressing the charges, he also is ultimately the one that will look at the UHP recommendations. There needs to be some distance between he and the UHP.

Shar gave an overview of what was on the horizon. Chris stated that there were two concerns that have come up. A student is legitimately enrolled in a class and employed by an entity to take notes. There is an intellectual property issue. The notes are for sale online. There was discussion. It was stated it was like Cliff Notes for courses. Chris has sent Mike Foster's email to Penni so she can help bring some understanding to this issue. It was stated that faculty members are sent an email to check their roster and not let that person in the class. It was stated that in one of the cases it was known the student was enrolled in that class. Chris will get clarification from Penni and then will look at the handbook and the IP reference.

Chris stated that there were some changes in the handbook on family medical leave, but there might be some further changes coming forward.

There was discussion on what might be carried over from the spring. The only thing known was the discussion on Per Course and the number of hours they can teach. Chris gave an overview of what that issue was about. There is a point under a certain number hours that benefits are not paid. The argument to HR is that the 12 hour mark doesn't represent the equated hours well but 15 hours does. Shar stated that there will be push back from Faculty Senate due to the concern that more per course will be hired to teach. It was suggested that this is shared informationally to Faculty Senate. There was continued discussion.

Chris Herr nominated Roberto Canales as chair of FHRC; Jamaine Abidogun seconded the motion. Roberto accepted the nomination.

Roberto got clarification on the last issue. He clarified that per course can teach 12 hours in any 12 month period; other Faculty is on a 30 hour work load in an academic year. Also, there was discussion that Frank should come to a meeting and discuss issues. West Plains is advocating largely on adding hours for per course. It was questioned how the faculty felt. There wasn't any knowledge on that issue.

Family medical leave was then discussed again, as well as, that involving outside entity paying for student notes. Both Penni and the Provost will be invited to the next FHRC meeting.

The FHRC meeting will be the second Tuesday of every month.

Meeting was adjourned.