

**Minutes of Faculty Rights and Responsibilities Committee Meeting  
November 2, 2012  
8 a.m., Ginger Hall, Room 503**

---

**Members Present:** Lola Aagaard (Chair), Marcia Cooper, Teame Ghirmay, Jennifer Little (Secretary), Gary Mesa-Gaido, Gilbert Remillard, Robert Royar, Judith Stafford

**Members Absent (both excused):** Ken Henderson, Kimberlee Sharp

The minutes of the September 7 meeting were approved.

The Committee was provided a chart compiled by the Chair which outlined differences and similarities among Kentucky state university faculty grievance procedures. These were discussed and certain issues were highlighted:

- The online Faculty Handbook is not up-to-date
- Grievance procedures of all types need to be made clearer for faculty, including a first-contact person, which (in the absence of an ombudsperson) could be the chair of the committee
- The name of the committee should more clearly reflect its purpose
- A timeline and deadlines should be outlined for steps in the grievance process (EKU has a clear step-by-step procedure)
- Include the same verbiage as NKU regarding presence of an attorney at formal hearings
- Share results of grievances with Board of Regents (as done by WKU)

Gilbert Remillard told us that he is part of the Reconciliation Committee which is aligning all the revised PACs. It is made up of the Provost, Deans, and members of the Faculty Welfare & Concerns Committee. Our revisions to PAC 18 will most likely go to this Committee next after approval by Faculty Senate

Lola said she would take our suggestions and develop a revised PAC 18 for our next meeting, which will be at the beginning of spring semester.