

MINUTES
Kansas State University Faculty Senate Meeting
January 16, 2001 3:30 p.m. Big 12 Room, K-State Union

Present: Anderson, Bradshaw, Brigham, Burton, Chenoweth, Clegg, Cochran, Cox, Devault, Donnelly, Ewanow, Exdell, Finnegan, Gehrt, Geiser, Glasgow, Gormely, Gray, Greene, Haddock, Herald, Heublein, Higgins, Holden, Hopper, Hosni, Johnson, Keller, Kirkham, Legg, Maatta, Mathews, McCulloh, McGee, Minton, Molt, Mortensen, Mosier, Nafziger, Newhouse, Olsen, Oukrop, Owens-Wilson, Peterson, Poresky, Prince, Ransom, Reddi, Reeck, Rintoul, Ross, Schellhardt, Schmidt, Schumm, Selfridge, Sherow, Sheu, Smith, Stewart, Takemoto, Verschelden, S. White, Williams, Yagerline, Zabel

Absent: Atkinson, Fjell, R. Flores, S. Flores, Jurich, Karim, Lenkner, Liang, Lynch, Michie, Montelone, Ramaswamy, Roush, Shultis, Simons, Spears, Weiss, Worcester, Youngman

Proxies: Bockus

Visitors: David Schafer, Beth Unger, Cristina Janney

- I. President Mickey Ransom called the meeting to order at 3:35 p.m..
- II. It was moved and seconded to approve the Minutes of the December 12, 2000 meeting.

Motion passed.

Ransom asked to move two agenda items ahead of Announcements.

- III. Report from Intercollegiate Athletic Council --David Schafer and Mary Molt

Shafer provided an overview of IAC functions. The IAC consists of faculty, student, alumni who serve in an advisory capacity to the Athletics Director on policy issues involving budget, facilities, promotion, equal opportunity, and personal conduct of athletes and employees. One faculty representative, Mike Holen, also serves as Big 12 representative for K-State.

Mary Molt, who chairs the IAC, expressed her appreciation for the accomplishments of the Athletic Department given its limited budget compared to other institutions. She mentioned recent changes to the policy on missed classes for athletes and noted the Faculty Senate policy which permits no missed classes during final exams.

In response to a question by Sen. Yagerline, Ransom said that the new policy will be available on web (<http://www.ksu.edu/facsen/policy/athlete.htm>). There were several questions about university policies regarding missed classes due to other kinds of activities and about athletic travel expenses.

IV. Report on Cases Dealt with in 2000 under the Electronic Mail Policy--Beth Unger

Vice Provost Unger referred to the URL listed on the Agenda where this policy can be found (<http://www.ksu.edu/uauc/docs/email.html>). She noted that the policy requires an annual report to Faculty Senate each January.

Three clauses in the policy - c, d, and e - apply to her role in E-mail access. During the past year, there have been three instances where Unger has allowed access to E-mail. The first involved work-for-hire research, where a faculty member was unable to contact a graduate student for over three months. The research was released to the faculty co-researcher.

The second case involved an alleged violation of university policy, with one individual masquerading as another. In this case, the E-mail log, but not the content, was accessed.

In the third incident, E-mail related to research had already been accessed by a unit without permission from the VP, and permission was given retroactively. In addition, several requests were not granted.

Sen. Gray expressed appreciation for the handling of these incidents and for the report. Unger mentioned the help from Faculty Senate, especially FSCOT, in developing the policies.

Sen. Reeck asked about the nature of requests that were denied, and Unger said these typically reflected lack of understanding of E-mail privacy rights. Sen. Keller asked about archiving of E-mail. Unger said there has been discussion about periodically deleting archives, but that has not yet become a priority. Sen. Takemoto asked if encryption services will become available. Unger agreed that this is important, but it is a matter of finding the money to support the service.

IV. Announcements - Mickey Ransom

A. Sen. Gretchen Holden introduced new Senator Kathy Greene, who replaces Tracy Fraser representing Administration.

B. Faculty Senate Leadership Council - Ransom referred to the report included in the attached Minutes of the Executive Committee.

C. Faculty Senate Leadership Council/President's Staff meeting - Ransom referred to the report of the December meeting included in the EC Minutes. He also referred to a letter from John Struve to President Wefald regarding the Governor's Budget recommendations for FY 2001-02 (distributed to Faculty Senators--located on web at <http://www.k-state.edu/budget/presltr.html>).

Ransom added the following report: At the meeting on Thursday, January 11, we were informed about the Governor's Budget recommendations for 2001-02. Initially, the recommendations were thought to be very favorable to K-State including a salary enhancement package that follows the guidelines in Senate Bill 345 and includes an approximate 6.2% salary increase for faculty, 1.5% increase for classified staff now plus another 1.5% increase after January 1, an increase in OOE of 1%, \$3 million for a value added center, and tuition ownership and block grants for the six regents universities plus Veterinary Medicine. However, on further inspection, the outlook for the budget in regard to K-State is much less favorable. The budget has no relief for higher energy costs, a 2 for 1 matching method for technology equipment was not continued (loss of \$1 million), the budget includes \$4.2 million in unfunded mandates, the salary enhancement package is for "teaching faculty" only, and all proposed budget increases are for the first time in history based on the "current services budget" instead of the "appropriated base budget." Considering the unfunded mandates and no help with the energy costs, the effect will be devastating unless changes are made by the legislature to the budget.

Ransom expects that a letter will soon be sent to all cost units of the university regarding the recall of their portion of the \$1.5 million shortfall due to increased energy costs.

Tomorrow, Ransom will post this information to all faculty and unclassified professionals.

Several senators commented on efforts to decrease energy consumption, the continued differentiated recommended salary increases for faculty and unclassified professionals, the positive, but misleading, reactions in the media to the Governor's proposals, and efforts needed to work with state legislators. Ransom said the Administration attempted to contain costs by committing early to lower natural gas prices and by switching to some use of cheaper fuel oil. He also said President Wefald has been working hard with legislators on the budget problems.

Sen. Schellhardt and Ransom said the budget issue will likely receive considerable attention at the Board of Regents meeting tomorrow. Schellhardt also said the local legislators have been contacted and understand the situation.

Senators Verschelden, Exdell, Gray and others asked Ransom to write a letter to legislators on behalf of Senate. Ransom agreed to write such a letter.

Ransom also reported that there was discussion about proposed additional oversight of K-State research as mentioned in recent newspaper articles. The consensus was that the proposed oversight would apply to research conducted by the Agricultural Experiment Station and that K-State research already receives detailed peer and institutional review.

- D. Kansas Board of Regents Meeting - Ransom hopes to have more information on budget issues after the BOR meeting on Wednesday and Thursday.
- E. City-Wide Transit Plan - Cia Verschelden

Verschelden reported on a consultant's feasibility study of a public transportation system based on information from focus groups composed of business people, students, and the public. Although the business group did not support the plan, there was strong support from students and the general public. There are several different routing plans which could be used by persons in the community, especially older persons, students, the disabled, and those without automobiles. However, any plan is contingent on the outcome of the 2000 census, since the metropolitan area must have a population of 50,000 to qualify for federal and state subsidies.

VI. Reports from Standing Committees

A. Academic Affairs - Tom Herald

1. Herald moved approval of an addition to the following Graduation List.
August 2000
Alycia D. Pruitt, Education - Elementary Education

Motion passed.

B. Faculty Affairs Committee - Jim Legg

1. Conflict of Interest and Conflict of Time Commitment **ATTACHMENT 1**

Legg moved approval of the KSU Conflict of Interest and Conflict of Time Commitment. He pointed out that italicized sections represent 1995 BOR policy and that additions and amendments are in boldface. The Faculty Affairs Committee and Faculty Senate may add to BOR requirements but cannot reduce them. Legg said the BOR makes a strong distinction between faculty and unclassified professional staff.

Sen. Gray asked if the motion passes, whether Senate could ask the Administration and BOR to reconsider this distinction. Legg said we could ask the FS President to work with the Administration, faculty, and unclassified professionals to revise the policy. Ransom will place this on the agenda for the next meeting with the Council of Faculty Senate Presidents.

Motion passed.

C. Faculty Senate Committee on University Planning - John Johnson

1. Johnson had no action items, but reported on current FSCOUP business. There will be presentation on the Campus Master Plan by the HNTB

consulting group in February or March. FSCOUP is involved in the university budgeting process and the strategic planning process. Upcoming business will likely include consideration of University-community college relationships and city transit plans.

D. Faculty Senate Committee on Technology - Dee Takemoto

1. Takemoto moved approval of the 2000 FSCOT Report which had been distributed to Senate.

Motion passed.

2. Takemoto reported that the Electronic Mail Policy, mentioned earlier by VP Unger, can be found at: <http://www.ksu.edu/uaucc/docs/email.html>

For the record, she mentioned the following three reasons for providing access to E-mail:

- c. retrieving University business related information,
- d. investigating reports of alleged violation of University policy or local, state or federal law,
- e. complying with legal requests (e.g., court orders) for information

Takemoto thanked VP Unger and all who worked on this policy over the past two years. She said it goes a long way to insuring E-mail privacy at the University. All IRMC policies must now be approved by the Faculty Senate President.

3. Teleconference with Faculty Senators at Salina - There are plans to arrange a teleconference Senate meeting from Dole Hall some time in the spring.
4. Sen. Gray asked if the E-mail policy should be accepted by Faculty Senate.

It was moved and seconded to accept the E-mail policy.

Motion passed.

VII. Old Business

- A. Sen. Verschelden offered an update on the Affirmative Action Report. She said there had been a perception by some that persons with concerns about "low level harassment," over which the OAA (Office of Affirmative Action) does not have jurisdiction, had no where to turn. Recently, however, the Administration has proposed to the Leadership Council that the OAA serve as a clearinghouse, and refer persons to other offices and services where their concerns will be heard and addressed. Senators Verschelden and Gray will prepare a list of resources.

Verschelden mentioned that former Sen. Fenwick sent information about a statement of "Principles of Community" adopted by the University of California - Davis. She and Gray are working on the first draft of a similar statement for K-State that addresses issues like diversity and respect.

IX. New Business - None

X. For the Good of the University

Sen. Herald noted that Paul Jennings passed away in December. He was Professor of Horticulture, Forestry, and Recreation Resources, a former head of that department, and an outstanding mentor, teacher, researcher, and administrator. Dr. Jennings was a Fellow of the American Society of Horticulture. He epitomized the model faculty member.

XI. Adjournment

Sen. Finnegan moved, and several seconded, that the meeting adjourn.

Meeting adjourned at 5 p.m.

ATTACHMENT 1

INTERIM KSU POLICY ON CONFLICT OF INTEREST AND CONFLICT OF TIME COMMITMENT

Preamble

Conflicts of interest and time commitment are endemic to the modern university. These conflicts are a consequence of the many and varied roles that university members play in such areas as technology transfer and applied research, the creation of new multimedia teaching tools, and activities as expert consultants to local, state, and national governments as well as to the business community. The goal of this policy is to manage real or apparent conflicts of interest and time commitment. A system of self-disclosure will be the most effective for Kansas State University, since conflicts of interest and time commitment must be dealt with on a case by case basis. Discussion, disclosure, and negotiation generally can resolve disputes related to conflict of interest and time commitment.

This statement of policy concerning conflicts of interest and time commitment has been developed by a university task force in order to ensure compliance with the laws of the State of Kansas and recent mandates from the Board of Regents and federal funding agencies, the latter as a prerequisite for their future support. ~~The KSU policy on conflict of time commitment and conflict of interest is preliminary and will be reviewed after one year.~~

A. General Principles

This policy is based on the Board of Regents policy entitled ~~The Regents 15 March 1995 document, Commitment of Time, Conflict of Interest, Consulting and Other Employment adopted on April 20, 1995. The italic type text within quotation marks is taken directly from the Regents policy. , which became Regent's policy on 20 April 1995, provides the following definitions. The Kansas State University policy on conflict of interest and conflict of time commitment is based on these definitions. (Note: material in bold face italic type is taken directly from the Regents policy.)~~

1. Conflict of Time Commitment

- a. *“Attempts to balance university responsibilities outlined in the preamble with external activities, such as, but not limited to, consulting, public service or pro bono work, can result in real or apparent conflicts regarding commitment of time and effort. Whenever a faculty or staff member's external activities exceed reasonable time limits, or whenever an unclassified staff or faculty member's primary professional responsibility is not to the institution, a conflict of time commitment exists.”*
- b. *“Conflicts of commitment usually involve issues of time allocation. Faculty members and unclassified staff of Regents' institutions owe their primary professional responsibility to their employing institutions, and their primary commitment of time and intellectual effort should be to the education, service, research and scholarship missions of said institutions. Faculty and unclassified staff should maintain a presence on campus commensurate with their appointments. The specific responsibilities, position requirements, employment obligations and professional activities that constitute an appropriate and primary commitment of time will differ across schools and departments, but said responsibilities,*

requirements, obligations and activities should be initially premised on a general understanding of full-time commitment for full-time faculty or unclassified staff of the institutions. Exceptions must be justified and shown to enhance the institutional mission.”

2. Conflict of Interest

- a. *“A conflict of interest may occur when there is a divergence between an individual's private, personal relationships or interests and his/her professional obligations to the university such that an independent observer might reasonably question whether the individual's professional actions or decisions are determined by considerations of personal benefit, gain or advantage.”*
- b. *“A conflict of interest or the appearance of it depends on the situation, and not necessarily on the character or actions of the individual. The appearance of a conflict of interest can be as damaging or detrimental as an actual conflict. Thus, individuals are asked to report potential conflicts so that appearances can be separated from reality.”*
- c. *“Potential conflicts of interest are not unusual in a modern university and must be addressed. For example, conflicts of interest can arise out of the fact that Regents institutions have as part of their mission the promotion of the public good by fostering the transfer of knowledge gained through university research and scholarship to the private sector. Two important means of accomplishing the institutional mission include consulting and the commercialization of technologies derived from research. It is appropriate that university personnel be rewarded for their participation in these activities through consulting fees and sharing in royalties resulting from the commercialization of their work. It is wrong, however, for an individual's actions or decisions made in the course of his or her university activities to be determined by considerations of personal financial gain. Such behavior calls into question the professional objectivity and ethics of the individual, and it also reflects negatively on the employing university. Regents institutions are institutions of public trust; faculty and unclassified staff must respect that status and conduct their affairs in ways that will not compromise the integrity of the university.”*
- d. *“Except in a purely incidental way, university resources, including but not limited to, facilities, materials, personnel, or equipment may not be used in external activities unless written approval has been received in advance from the institution's chief executive officer or his/her designee. Such permission shall be granted only when the use of university resources is determined to further the mission of the institution. When such permission is granted, the faculty member or unclassified staff member will make arrangements for reimbursement of the University for customarily priceable institutional materials, facilities or services used in the external activity. Such use may never be authorized if it violates the Regents policy on Sales of Products and Services.”*
- e. *“Proprietary or other information confidential to a Regents institution may never be used in external activities unless written approval has been received in advance.”*
- f. *“Faculty or unclassified staff may not involve University students, classified staff, unclassified staff or faculty in their external activities if such involvement is in any way coerced or in any way conflicts with the involved participants' required commitment of time to their university. For example, a student's grades or progress towards a degree may not be conditioned on participation.”*

- g. At Kansas State University a college or unit may, **in consultation with the Provost**, add clarification to the above definitions of conflict or apparent conflict relating to other actions leading to conflicts of interest or time commitment that are unique to the unit's professional mission.

B. Consulting and Other Employment

1- Consulting for Other State of Kansas Agencies

“Consulting by faculty members and employees of institutions under the jurisdiction of the Board for another institution under the jurisdiction of the Board, as well as consultation for other state agencies, shall be approved in advance by the institution or agency seeking these services and approved by the employee's home institution. The home institution shall effect payment through the regular process and shall receive reimbursement through the internal fund transfer process. (12-16-77; 11-19-82; 5-1 7-85)”

2. Consulting Outside the University

*“For members of the faculty the Regents institution permits and, indeed encourages a limited amount of personal, professional activity outside the faculty member's reasonable construed total professional responsibilities of employment by and for the institution, provided such activity: (a) further develops the faculty member in a professional sense or serves the community, state, or nation in a professional capacity; (b) does not interfere with the faculty member's teaching, research and service to the institution; and (c) is consistent with the objectives of the institution. **Normally, faculty members are allowed two working days per month on the average to participate in consulting activities (see Faculty Handbook D40).** Regular instructional service to other educational institutions is normally regarded as an inappropriate personal, professional activity. Without prior approval, faculty members on full-time appointments must not have significant outside managerial responsibilities nor act as principal investigators on sponsored projects that could be conducted at their institution but instead are submitted and managed through another organization. Unless an exception is granted by the President, Chancellor or a designee, unclassified staff members may consult only on non-university time, including vacations.”*

3. Other Employment

“The Regents expect faculty and unclassified staff employed by the Regents institutions to give full professional effort to their assignments. It is, therefore, considered inappropriate to engage in gainful employment outside the Regents institution that is incompatible with institutional commitments. It is inappropriate to transact business for personal gain unrelated to the institution from one's institutional office, or at times when it might interfere with commitments to the institution. Participation in academic conferences, workshops and seminars does not usually constitute consulting or outside employment. However, organizing and operating such meeting for profit may be construed as consulting or outside employment as defined in this policy.”

C. Reporting Requirements

1. Annual Reporting

“As part of the annual appointment process all faculty and unclassified staff with 100% time appointments must disclose to the university whether they or members of their immediate family (spouse and dependent children), personal household, or associate entities (e.g., corporations, partnerships or trusts) have consulting arrangements, significant financial or managerial interest, or employment in an outside entity whose financial or other interests would reasonably appear to be directly and significantly affected by their research or other university activities. For purposes of the policy, significant financial or managerial interests (or significant financial or other interests) means all holdings greater than \$5,000 \$10,000 or more than 5%” [aggregated for a faculty member, his or her their spouse, dependent children and personal household members] “ownership in a company. Faculty and unclassified staff members who hold fractional appointments and who have potential or possible conflicts of time commitments or conflicts of interest, as defined above, are also required to make the disclosures. Failure to submit the required reporting form” (the Annual Declaration and Disclosure . . . i.e., the Report of Non-University Interests and Commitments and any updates that may be filed) “will result in denial of the opportunity to submit research proposals to external funding agencies until the form is submitted and may result in discipline in accordance with University procedures. When the institution judges that the information submitted indicates that a conflict of time commitment or interest does exist, the institution may require that the faculty or unclassified staff member submit additional information and explanation regarding that conflict.”*

** It is anticipated that this figure will be increased to \$10,000 in order to reflect recent changes in federal policy which take effect on 1 October 1995.*

2. Reporting Significant Ad Hoc Current or Prospective Conflicts As They Occur.

*“Faculty and unclassified staff must disclose” on an updated ~~Report of Non-University Interests and Commitments~~ **Annual Declaration and Disclosure** “to the department chair or dean or supervisor ~~and~~ on an ad hoc basis current or prospective situations that may raise questions or conflict of commitment or interest, as soon as such situations become known to the faculty or unclassified staff member.”*

3. Reporting of Consulting

*“The faculty member must inform the chief academic officer, through the department chair or head and the dean, of all external personal, professional activities (**consulting**). For all such activities, except those single-occasion activities specified below, the faculty member must report ~~in writing~~ the proposed arrangements” on the **Consulting Request**, “and secure approval prior to engaging in the activities. Those personal, professional activities which occur within a single 24-hour period must be reported annually in writing” on the **Annual Declaration and Disclosure**. ~~“as prescribed.~~ For all activities concerned, the report should indicate the extent and nature of the activities, the amount of time to be spent in the activities, and the total amount of time spent or expected to be spent on all such outside activities during the current academic year.”*

4. Disposition of Reports

“All required reports shall be submitted in accordance with institutional requirements and shall be ~~included in individual personnel files”~~ maintained in a centralized file “to be used for the determination of whether an individual is in compliance with this policy. Such reports will also be available to institutional research officers to permit certification and/or verification of compliance with federal regulations. Institutions must maintain these reports for a minimum of three years.”

D. Use of University Name

“The name of the Board of Regents, a Regents institution or the Regents System may never be used as an endorsement of a faculty member or unclassified staff member's external activities without expressed and advance written approval of the University chief executive officer and/or the Board's Executive Director, as appropriate. Faculty members or unclassified staff members may list their institutional affiliation in professional books, articles and monographs they author or edit and in connection with professional workshops they conduct or presentations they make without securing approval.”

E. Kansas State University Review Process

Reporting procedures developed at Kansas State University reflect the requirements in the policy adopted by the Board of Regents. **Two forms have been developed to implement this policy, the Annual Declaration and Disclosure (developed by Board of Regents staff) and the Consulting Request.** ~~Two forms have been developed in cooperation with the Council of Deans and a university task force for use at KSU. One form is an Report of Non-university Interests and Commitments and the other is a Consulting Request form. Copies of these forms are attached hereto. The Report of Non-university Interests and Commitments, will be attached to each annual contract and is to be returned every year to the unit head with the signed contract, and updated as provided in C2. The Consulting Request form must be filed with and approved by the unit head, dean, and provost in advance of undertaking any consulting activity. All faculty members and unclassified professionals must complete an Annual Declaration and Disclosure form at the time of their initial appointment. Thereafter, on their annual contract, faculty members and unclassified professionals will be given the opportunity to indicate if their existing form on file is current. If not, they will be required to submit an updated form, as provided in C2.~~

1. Responsibilities of Unit Heads

- a. ~~The unit head will review the Report of Non-University Interests and Commitments~~ **Annual Declaration and Disclosure** or the Consulting Request. ~~prepared by an unclassified employee in the unit.~~ The unit head will indicate by an approval signature when a report or request does not appear to indicate a possible conflict of interest or where a satisfactory management plan has been developed at the unit level. The reports or requests and any management plans that have been developed shall be forwarded to the dean or appropriate administrator.
- b. In cases where the unit head determines that there may be a possible conflict of interest or time commitment, the management of which is unresolved at the unit head level, the following procedures will be followed: (i) ~~The~~ the unit head will prepare a written summary of the case. ~~The faculty member or unclassified professional employee~~ affected must have the opportunity to review and discuss the summary with the unit head and will have the

opportunity to submit to the unit head a written **response statement** recording **his or her the employee's** perception of the case; (ii) before the unit head submits the summary to the next administrative level, the **faculty member or unclassified professional employee** must sign a statement acknowledging the opportunity to review and to discuss the summary and indicating whether **he or she the employee** submitted a written **response statement**; (iii) the unit head who prepared the summary must submit to the dean or appropriate administrator **all forms, the unapproved Report of Non-University Interests and Commitments Request form**, the summary of the case, including the facts indicating a possible of conflict of interest or time commitment, and any written statements or responses prepared by the **faculty member or unclassified professional employee**.

2. Responsibilities of Deans/~~Comparable~~ Appropriate Administrators

- a. The dean **or appropriate administrator** will review all of the materials submitted to ensure that the correct procedures have been followed. The dean **or appropriate administrator** will then determine whether the case involves a conflict of interest or time commitment or the appearance of one, and whether any conflict management plan which has been developed is acceptable. In cases where there is no such conflict or where the conflict management plan is acceptable, the dean **or appropriate administrator** will show approval by signing the ~~Report of Non-University Interests and Commitments~~ **Annual Declaration and Disclosure** or Consulting Request.
- b. The dean **or appropriate administrator** will make recommendations for managing any real or apparent conflict that has not been resolved at the unit level. These will be presented to the unit head and the **faculty member or unclassified professional employee**. Those individuals must indicate in writing their acceptance of the dean's **or appropriate administrator's** recommendation or their rejection of the recommendation. A written rejection must include the reasons why the individuals find the recommendation unacceptable.
- c. The dean **or appropriate administrator** must forward to the provost ~~all Report of Non-University Interests and Commitments and Consulting Requests~~ the form(s) and associated documentation (plans of management, recommended plans of management, and written statements of agreement or unresolved differences).

3. Responsibilities of the provost

- a. The **president has designated the provost to provost will** review all the reports or requests and supporting materials and recommendations. The provost will assess whether any conflicts or apparent conflicts of interest or time commitment exist, whether management plans which have been developed adequately manage any conflicts of interest and time commitment, and whether there are any inequities in the recommendations for management of conflicts.
- b. If the provost does not agree with recommendations for conflict management made by subordinate administrators, an attempt must be made to reach consensus through consultation. If this fails, the provost's recommendation will be used. The individual(s) affected by the disagreement must be notified by the provost, in writing, of the provost's decision and its rationale.
- c. In accordance with guidelines issued by the National Science Foundation and the Department of Health and Human Services (Federal Register 11 July 1995), prior to the expenditure of any funds awarded by NSF or NIH, Kansas State University

must certify that for each award, any identified conflicts of interest will be managed, reduced, or eliminated. Conflicts which cannot be satisfactorily managed, reduced, or eliminated must be disclosed to the NSF or HHS.

4. Appeals

In the event that agreement is not reached by all parties concerned with the management of a case of conflict or apparent conflict, the aggrieved parties may pursue a grievance following the procedures in Appendix G of the Faculty Handbook.

F. Sanctions

In the event that a faculty member or ~~other unclassified professional employee~~ fails to comply with this policy, ~~he or she that employee~~ will be subject to sanctions ranging from the loss of the privilege of submitting grant proposals and receiving extramural support to, in extreme cases, dismissal for cause (Faculty Handbook C161.1).

G. Distribution and Dissemination

“This policy statement will be distributed upon initial appointment to all faculty and unclassified staff members by each Regents institution.”