

ACTION ITEM #6

Revisions to the Faculty Manual – Executive Policy Manual (EP) and the
Business Policies and Procedures Manual (BPPM)
(Erica Weintraub Austin)

May 6, 2016

TO ALL MEMBERS OF THE BOARD OF REGENTS

SUBJECT: Revisions to the Faculty Manual

PROPOSED: That the Board of Regents approve the attached changes to the Faculty Manual – Policies from the Executive Policy Manual (EP) and the Business Policies and Procedures Manual (BPPM)

SUBMITTED BY: Erica Weintraub Austin, Interim Co-Provost

SUPPORTING INFORMATION: On March 1, 2016, the Faculty Affairs Committee approved bringing forward to the Senate the proposed changes to Sections II.G, II.H, III.A, III.B, and III.C of the Faculty Manual, which involve policies from the Executive Policy Manual (EP) and the Business Policies and Procedures Manual (BPPM).

There are several policies that govern relationships between members of the general university community. It makes sense for these policies to appear in global university documents such as the EP and BPPM. In the current Faculty Manual, portions of some of these policies have been quoted. These quotation, however, are frequently out of date. With the ease of accessing the EP, BPPM and Faculty Manual online, it makes sense to simply reference where to find these policies, rather than quoting them.

Below is the proposed verbiage to replace II.G and II.H in the Faculty Manual.

II G Policies Regarding Conduct for Which Faculty May Face Disciplinary Action

Washington State University values an environment of inclusion, trust and respect. As part of the larger community of the University, some of the policies governing faculty are written in other documents. In particular, the following policies from the Executive Policy Manual (EP, http://public.wsu.edu/~forms/HTML/EPM/EP00_Introduction_and_Ta

ble_of_Contents.htm) and the Business Policies and Procedures Manual (BPPM, http://public.wsu.edu/~forms/HTML/BPPM/01.01_Table_of_Contents.htm) are considered part of this manual.

1. Policy Prohibiting Discrimination, Sexual Harassment, And Sexual Misconduct – EP#15
2. Policy On Faculty-Student And Supervisor-Subordinate Relationships – EP#28
3. Workplace Violence – BPPM 50.30
4. Bullying Prevention and Reporting – BPPM 50.31

Below is the proposed verbiage to replace III.A, III.B and III.C in the Faculty Manual.

III A. Policies Supporting a Positive Work and Educational Environment
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This recommendation was passed by the Faculty Senate on March 31, 2016.