

**Rights and Responsibilities Committee**  
October 20, 2016 3:30-4:30pm, Library 204G  
Agenda: SPECIAL MEETING

John Fitch (Co-Chair), Nicola Mason (Co-Chair), Norman Powell, Debbie Whalen  
Weiling Zhuang (absent)  
Nancy McKenney (absent)-AAUP Rep, Debora Givens-XC Rep

1. Approval of Minutes (September 12, 2016)  
Unanimous approval with no revisions (Whalen/Mason)
  
2. Fitch/Mason Report from meeting with President Benson, 9/27/2016  
Summary of issues discussed:
  - a. Ombud, Budget for search, Open forum, 1-year renewal, Annual review (President, FS, staff senate), No Access to admin assistant, Office of Ombud in off Summit street.
  - b. **Elections committee:** Motion to change process for filling faculty vacancies on University Standing Committees. Agreed to maintain President in process (appointment after election)
  - c. **Healthcare:** Supreme High court ruling. Implications? *Taken from reserves - Outsourcing custodial staff could offset health care costs. – results lowest bid – Aramark – Welfare committee resolution discussed*
  - d. Development Office strategic plan?
  - e. What do we tell faculty?
  
3. Ombud Search update  
Position was posted last week:  
Chronicle of Higher Education, HigherEdJobs.com, Indeed, Careerbuilder, Diverse Issues of Higher Education (includes headline job and placement in E-newsletter), Kentucky Bar Association, Alumni  
Deadline for applications, October 28  
Givens – suggest advertising at *Berea and Center, Transy retired faculty.*

Part-time Faculty/Staff Ombud

Eastern Kentucky University is accepting applications for a newly created, Part-Time Faculty/Staff Ombud position. The Ombud provides impartial, informal, independent, and confidential resources for faculty and staff to be used in dispute resolution, assists in navigating policies within the workplace without fear of retaliation, and functions as a mediator if requested. The Ombud exercises a high degree of responsibility, judgement, and initiative while maintaining positive and open relationships with constituents at all levels within the university. The Ombud will also establish and promote the Office of the Ombud. The Ombud reports directly to the President of the University and submits an annual report and presentation detailing patterns and trend data to EKU's Faculty Senate and Staff Council.

The position requires a Bachelor's degree (Master's degree preferred) and five years of directly related experience, preferably in conflict resolution and handling confidential matters. Preference will be given to those with prior experience as an Ombud. Scheduled office hours will be required within a flexible schedule and partial benefits (paid leave) are negotiable, dependent upon the number of hours agreed to work per

week. Interested candidates must apply online at <https://jobs.eku.edu> to requisition number 061XXXX. Deadline for applications is October 28. Anticipated start date, January 2017. *Eastern Kentucky University is an EEO/AA institution that values diversity in its faculty, staff and student body. In keeping with this commitment, the University welcomes applications from diverse candidates and candidates who support diversity.*

4. Ombud Drafting Policy update (Policy or Ethics statement?)

Meeting monthly -

IAO nuts and bolts

*Givens – needs to be approved by the BoR. If it's a policy it has to go through BoR.*

*Fitch – regulates the hiring and dismissal of individual – due process (president can't just hire/fire an ombud)*

*Norman – how does the position become institutionalized?*

*Givens – longer time period in the future (3 years)*

5. Health Care Update

*legally problematic – questions regarding smoking (university setting themselves up for multiple law suites)*

*Fitch – state decide whether they accept surcharge on smoking. Ky 40% surcharge of total premium*

**Adjourn: 16:18 Fitch/Powell**