

# FACULTY WELFARE COMMITTEE

## UC Aspen A & B Wednesday, January 25, 2023 - 3:30-5:00PM Minutes

**Present in Person:** C. Brown, J. Brown, T. Endres, B. Iannacchione, D. Landry, N. Matchett, N. Pullen, D. Senbet, N. Sileo, S. Wiegand (11)

**Absent:** B. Garrett

**Present via Zoom:** J. Lee

**Guest:** J. Rich Fredericks

Meeting was **Called to Order** by Chair Endres @ 3:32pm

**Approval of Agenda** - Adding Timeline Guidelines (back from Codification) to today's FWC agenda.

**Approval of January 11 meeting minutes**  
Approved without objection.

**Chair's Report/Announcements** – None.

### Special Orders

### Unfinished Business

**Timeline Guidelines** – Back from Codification – Approved punctuation. FWC will send to Faculty Senate's Monday, January 30<sup>th</sup> meeting.

**Sanctions short of dismissal** – D. Senbet gave background on issue. Chair Endres and committee discussed how some violations may not warrant termination and developing a corrective action policy could provide opportunity for employees suspected of misconduct to “course correct” and improve behavior. J. Rich Fredericks explained how establishing alternative courses of action besides simply termination could provide stability and consistency for employees. Ad hoc approach vs. established policies discussed. Ad hoc could allow for harsher punishment of employees of color, employees not as well liked by Deans, etc. Chair Endres' opinion is some structure is better than none. J. Rich Frederick can review FWC ideas after 2/10 BOT meeting. S. Wiegand mentioned how some institutions have a faculty group that also reviews faculty misconduct cases and makes recommendations (not just Dean's power). If Faculty committee agrees with faculty, then both Faculty committee and faculty can escalate to CAO. Model after Student Appeals Committee process? J. Brown said appeal and retaliation policies also important. D. Senbet said Michigan State University also uses term: “Sanctions short of dismissal” in its policy document. Discussion of defining gross

misconduct vs. minor misconduct. C. Brown said Evaluation of potential misconduct at “department level” should occur before escalating to College Dean. Marshall (retired) could assist committee in developing misconduct policy. Committee would like to continue discussions on this, look at other University misconduct policies, balance of power, etc.

Chair Endres: Next FWC meeting (February 8<sup>th</sup>) will be a “workshop” designed to discuss ideas, policies at other institutions, language and counter examples. APC SharePoint folder called “Short of Dismissal Docs” for all information for next meeting. Everyone please identify at least one other institution’s policies as either a good or not so good example. Remember to also consider AAUP language. Goal is to ensure protection of faculty, avoid writing purely punitive document and instead focus on protecting the rights of faculty.

**Dismissal proceedings of tenured faculty** – Table for now.

**New Business**

**Adjournment @ 4:39pm.**