

# **FACULTY WELFARE COMMITTEE**

**April 11, 2018**

## **Minutes**

Members Present: Cieminski, Connolly, DeKrey, Henson, Levin, Luger, McGlaughlin, Senbet.

Member(s) Absent: Blatt, Goodrum.

Guest: Satriana.

### **Call to Order**

The meeting was called to order at 3:30 p.m.

### **Approval of the agenda/March 28, 2018 minutes**

The agenda was approved without objection. The March 28, 2018 minutes were approved unanimously.

### **Chair's Report/Announcements**

- Luger has made initial contact with an AAUP approved contract attorney.
- The Committee will discuss an initial draft document from Satriana today regarding discipline of a tenured faculty member short of termination.

### **Special Reports**

#### **Unfinished Business**

##### **Faculty Contracts**

Luger has made initial contact with the AAUP approved contract attorney. Additional discussion will continue at the April 25<sup>th</sup> meeting.

##### **Discipline of a Tenured Faculty Member Short of Termination**

Satriana presented an initial draft document outlining procedures, actions, and sanctions for discipline of a tenured faculty member, short of termination. Satriana outlined the rationale for alternate discipline procedures.

Discussion:

- Current BPM information 1-1-310
- Actions that may require disciplinary action
- Sanctions that may be imposed
- "Progressive discipline"
- AAUP recommendations
- Information from other institutions
- Disciplinary action decisions
- Addition of definitions
- Faculty Grievance procedure
- Timelines for disciplinary action
- Goals of the policy revisions
- Actions/sanctions prior to policy consultation
- Possible misapplication of policy
- Add information, outline instances where the procedure is not necessary
- Who judges the "evidence"
- Next Steps

Discussion will continue at the April 25<sup>th</sup> meeting.

**Conflict of Interest 1-1-502, Nepotism 1-1-504:** Topic not covered due to time constraints.

**Director/Chair Descriptions:** Topic not covered due to time constraints.

### **New Business**

#### **Other New Business**

### **Comments to the Good of the Order**

**Adjournment:** The meeting adjourned at 5:00 p.m.

Stan Luger  
Chair

Lori Riley  
Recording Secretary