

FACULTY WELFARE COMMITTEE

September 6, 2017

Minutes

Members Present: Blatt, Cieminski, DeKrey, Goodrum, Henson, Levin, Luger, McGlaughlin, Senbet, Wacker.
Member(s) Absent: Bovaird-Abbo.

Call to Order

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

Approval of the agenda/April 26, 2017 minutes

The agenda was approved without objection. The April 26, 2017 minutes were approved unanimously.

Chair's Report/Announcements

Luger outlined 2016-2017 agenda items and current topics for discussion/purview of Committee.

Special Reports

Unfinished Business

New Business

Faculty Grievance Policy

The Committee discussed the current Faculty Grievance Policy in the Board Policy Manual (2-3-1201) outlining areas of the policy that need additions discussion and/or amendments:

- Timelines-revisit all timelines for clarification
- Clarification of informal and formal procedures
- Preliminary procedures/timelines
- Exhaustion of internal policies (departmental)
- Tape recording of hearing requirement
- Working days, calendar days
- Date of initiation of grievance (date of occurrence or date when the grievant discovered)
- Legal counsel meetings (UNC legal counsel meets with private legal counsel) timelines altered?
- Was University policy followed during the grievance procedure timelines, hearing
- Can outside counsel speak at the hearing?
- Determination of discrimination versus grievance
- Review of staff policy in the Board Policy Manual 2-2-106 (Riley will distribute)
- Notification of parties, correspondence
- Graduate school related complaint procedures
- "Grievable Matters" section-make notation of location of Discrimination Complaint Procedures (DCP) in the University Regulations 3-6-125 and Tenure Appeals
- What areas should have a reference to DCP and Tenure Appeals
- Revisit 90 day timeframe for President decision, 2-3-1201(5)
- What instances would determine approval for a timeline "pause"

The Committee agreed to charge Luger with drafting amendment proposals for the above items. Riley will distribute section 2-2-106 of the Board Policy Manual (staff grievance procedures).

Other New Business

2016-2017 Agenda Items to Revisit

The Committee discussed 2016-2017 agenda items:

- Director/Chair Descriptions (Wacker)- revisit this fall.
- Spouse Job Opportunities-UNC New Employee (Wacker)-revisit this fall.
- Maternity Leaves, Parental Leave Policy (Parks/HR)-additional discussion at the September 20, 2017 meeting.

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

Stan Luger
Chair

Lori Riley
Recording Secretary