

FACULTY WELFARE COMMITTEE

September 20, 2017

Minutes

Members Present: Blatt, DeKrey, Goodrum, Henson, Levin, Luger, McGlaughlin, Senbet, Wacker.

Member(s) Absent: Cieminski.

Call to Order

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

Approval of the agenda/September 6, 2017 minutes

The agenda was approved without objection. The September 6, 2017 minutes were approved unanimously.

Chair's Report/Announcements

Luger notified the Committee that the Research, Scholarship, and Creative Works (RSCW) Misconduct policy (Senate Action 1132) will be remanded to the Faculty Welfare Committee for additional discussion.

Special Reports

Unfinished Business

Director/Chair Descriptions: Topic not covered.

Spouse Job Opportunities: Topic not covered.

New Business

Faculty Grievance Policy

The Committee discussed Luger's amendment proposals per September 6, 2017 discussion.

MOTION: Accept the Luger amendment proposal to Section 2-3-1201, as amended (parentheses, brackets).

This policy sets forth definitions and procedures concerning faculty grievances. All discussions, deliberations, and documents under this policy shall be held in the utmost confidence. **Disputes that involve allegations of discrimination, harassment or retaliation for alleging discrimination or harassment must first use the Discrimination Complaint Procedures 3-6-12); tenure appeal cases must first follow the procedures for Comprehensive Review 2-3-801(3). [See also the Tenure Appeals Committee (2-3-902(7)).]**

MOTION: Accept the Luger amendment proposal to Section 2-3-1201(1)((b)

Grievable matters are those in which one or more faculty members in a specific instance allege(s) that a university policy or procedure, ***or its misapplication or misinterpretation** has ~~been violated to the detriment~~ **adversely affected** of his or her/their academic freedom, professional status, compensation, and/or the advancement in the profession s/he/they represent or in other ways.

DISCUSSION: DeKrey proposal: Rewrite the first paragraph under 2-3-1201(2) as follows:

The aggrieved person(s) (herein after called the grievant(s)) shall notify the CAO in writing of the occurrence of an alleged grievable matter within thirty (30) working days of the date that the grievant knew, should have known, or became aware of the alleged violation. The grievant(s) shall then discuss the alleged violation with the appropriate department chair/school, director, academic dean, and the Chief Academic Officer (CAO), in that order, in an effort to resolve the dispute of alleged or perceived grievance(s). At a minimum, discussions shall be held between the grievant(s) and the CAO. Every effort should be made for these discussions to take place within fifteen (15) working days of the date that the grievant notified the CAO. In no less than fifteen (15) working days after notifying the CAO of the occurrence of an alleged grievable matter, if the grievant(s) determines that the issue has not been resolved through the discussion process, a formal grievance can be filed following the procedures below.

The Committee discussed the overall grievance process, notification of the CAO, informal versus formal timelines, notification of participants, "extenuating circumstances" that would allow timeline adjustments, adding "or designee" (CAO), and clarification of the informal process versus the formal process. Discussion will continue at the October 4, 2017 meeting.

Other New Business

Adjournment

The meeting adjourned at 5:00 p.m.

Stan Luger
Chair

Lori Riley
Recording Secretary