

# **FACULTY WELFARE COMMITTEE**

**October 4, 2017**

## **Minutes**

Members Present: DeKrey, Goodrum, Levin, Luger, McGlaughlin, Senbet.

Member(s) Absent: Blatt, Cieminski, Henson, Wacker.

### **Call to Order**

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

### **Approval of the agenda/September 20, 2017 minutes**

The agenda was amended to move "Faculty Grievance Policy" to Unfinished Business. The amended agenda was approved without objection. The September 20, 2017 minutes were approved unanimously.

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

Luger met with Bob Houser to discuss additional amendment proposals for Committee review (Research, Scholarship, and Creative Works (RSCW) Misconduct policy-Senate Action 1132). This item will be added to the Faculty Welfare Committee agenda after the Faculty Grievance Policy discussion is complete.

### **Special Reports**

#### **Unfinished Business**

Director/Chair Descriptions: Topic not covered.

Spouse Job Opportunities: Topic not covered.

#### **Faculty Grievance Policy**

Committee Discussion:

- Timeline alternatives. Should all timeframes be kept consistent (may not be feasible because of the additional time needed to review the materials).
- Add a clause for "extenuating circumstances". Who decides if extenuating circumstances are accepted?
- Clarification of when the clock starts. Does a meeting with the CAO constitute the beginning of the formal process?
- Who informs the grievant of the formal process, clarification of steps, who determines if it is a grievable matter
- Is written communication required to start the formal grievance process? Should the letter be sent to the Provost, Faculty Grievance Committee, both?
- Clarify language outlining the responsibilities of each party, who informs the grievant of the steps in the grievance process?
- Overall timeline clarification
- Clarify process of informing the CAO and/or the Faculty Grievance Chair of intent to file a grievance.
- Who is the grievance filed against when the grievant claims misapplication and or misinterpretation of policy?

Luger will draft amendments per Committee discussion. Discussion will continue at the October 18, 2017 meeting.

### **New Business**

#### **Other New Business**

### **Adjournment**

The meeting adjourned at 5:00 p.m.

Stan Luger  
Chair

Lori Riley  
Recording Secretary