

FACULTY WELFARE COMMITTEE

November 1, 2017

Minutes

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

Member(s) Absent: Blatt.

Call to Order

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

Approval of the agenda/October 18 2017 minutes

The agenda was approved without objection. The October 18, 2017 minutes were approved unanimously.

Chair's Report/Announcements

- Luger welcomed Sileo (Academic Affairs representative) and noted the Laura Connolly may attend future meetings as the representative.
- Parks will attend the November 15th meeting to discuss exempt employee health insurance premium increases/CHEIBE information.
- Luger met with Acting Provost Welch today and discussed current and past committee agenda items including a pending *updated* curriculum course form on the Registrar's site. Luger noted that the program form also needs to be updated by the Committee (align with current policy).
- Upcoming agenda item: Conflict of Interest policy-clarifications and details.
- Scientific Misconduct Policy will be returned to the Committee for additional discussion

The Committee discussed the rationale for the order the agenda items will be addressed and the purview of the Faculty Welfare Committee versus the Academic Policies Committee.

Special Reports

Unfinished Business

Director/Chair Descriptions: Topic not covered.

Spouse Job Opportunities: Topic not covered.

Faculty Grievance Policy

Committee Discussion:

- RE: Section 2-3-1201(5): "The President will render a decision within ~~ninety (90)~~ forty-five (45) ~~calendar~~ days." Luger asked Welch to discuss the amendment proposal of 45 days versus 90 days with President Norton.
- Rationale for adding "steps".
- Renumber Sections 2-3-1201(2): Paragraph #1 becomes (a), renumber remainder of section.
- 30 working days – clarification/discussion- Step 1
 - These discussions must take place within thirty (30) working days of the date ~~that the grievant knew, should have known, or became aware~~ of the alleged violation, ~~or of the harm that results, whichever is later.~~
 - Should these discussions fail to resolve the issue, ~~the CAO shall notify the grievant(s) in writing within fifteen (15) working days that the administrative review processes have been exhausted. by the end of thirty (30) working days, the grievant(s) shall notify the CAO in writing of the intention to file a formal grievance if the matter is not resolved within fifteen (15) working days. If, after fifteen (15) working days, the issue has not been resolved, a formal grievance can be filed following the procedures below.~~
- Formal grievance documentation - should the president receive all of the information when the grievance is filed? Currently the documentation is forwarded with the hearing panel report. Sileo will ask Welch to follow up with President Norton.

New Business

Other New Business

Adjournment

The meeting adjourned at 5:00 p.m.

Stan Luger
Chair

Lori Riley
Recording Secretary