

# **FACULTY WELFARE COMMITTEE**

**November 15, 2017**

## **Minutes**

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

Member(s) Absent: Cieminski, Goodrum.

### **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 Connolly (Academic Affairs representative).
- Luger welcomed Parks who will discuss health insurance/CHEIBA under Special Reports today.
- Levin asked about two Unfinished Business items that were removed from the agenda and asked if the Director/Chair topic can be placed back on the agenda. Luger outlined a request previously made to the Provost's office, RE: chair and director compensation, FTE responsibilities, etc. Parks will research the information requested.

### **Special Reports**

#### **Marshall Parks – Faculty and Exempt Health Insurance Updates/CHEIBA Information**

- CHEIBA: Colorado Higher Education Insurance Benefits Alliance
- Current plan overview
- Medical insurance changes effective December 29, 2017 paycheck (handout)

### **Unfinished Business**

#### **Faculty Grievance Policy**

Committee Discussion:

- RE: Section 2-3-1201(1): Revise sentence 2 to read: “Any grievant has the right to withdraw their formal grievance at any time.”
- 2-3-1201(1)(b): Add “or other grievable matters” after “misinterpretation”.
- 2-3-1201(d)(II)
  - Replace “his or her/their” with “the grievant(s)”.
  - Add (III) notify the President and chair of the Senate that a formal grievance has been filed and include the names of the grievant(s) and respondent(s).
- 2-3-1201(5)
  - Strike “If the action already taken is upheld, the report shall contain a specific statement of the rationale or reasons supporting that recommendation.”
  - Luger noted that he received correspondence from Welch that the President agreed on 45 days versus 90 to “render a decision”.
  - Spell out “Board of Trustees”.

The Committee agreed to present the revised document at the December 4, 2017 Faculty Senate meeting.

### **New Business**

#### **Conflict of Interest 1-1-502, Nepotism 1-1-504**

Committee Discussion:

- Section 1-1-502 Conflict of Interest: Address/define “duality or conflict of interest”
- Section 1-1-504 Nepotism: Mechanism to handle the policy requirements, disclosure, recusal procedures.

Due to time constraints, discussion will continue at the November 29, 2017 meeting.

### **Other New Business**

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

Stan Luger  
Chair

Lori Riley  
Recording Secretary