

## **FACULTY WELFARE COMMITTEE**

Remote Meeting - Zoom

January 27, 2021 – 3:30 p.m.-5:00 p.m.

### **MINUTES**

**Present:** Anderson, Applegate, Black, Blatt, Brown, DeKrey, Doerner, Endres, Leek, Luger, Peterson, Schaberl, Stooddy, Wiegand, Zimmerman

**Absent:**

**Guest:** Senbet

#### **Call to Order**

The meeting was called to order at 3:30pm.

#### **Approval of the Agenda**

Approved without objection.

#### **Approval of the January 13, 2021 meeting minutes**

Approved without objection.

#### **Chair's Report/Announcements (Luger)**

- While considering the retention of grievance audio recordings, we discovered Archives is holding some grievance records until 2057. We are asking for asking for more information.

#### **Special Orders**

#### **Unfinished Business**

- **Contract-Renewable Faculty 3-3-201(1)**

- At Anderson's recommendation a clause had been added to specify that the CAO must approve years of credit toward tenure/promotion/sabbatical leave.
- The committee worked from a draft that Codification reviewed prior to today's meeting.
- The committee accepts most of Codification's recommended edits, except the addition of "Director" to the first sentence in (d)(ii):

A positive recommendation from the voting faculty **other than the Chair/Director** requires majority support from those who vote.

- The committee decided to use the phrase "unit leaders" to cover the leaders of all three organizational entities: department chairs/school directors/program coordinators.
  - Luger will make the change to "unit leader" where needed in the document.

**MOTION:** Doerner - It is moved to amend the final sentence of (d)(ii) as follows:

If the faculty vote is not in support, there will be no further action taken, except to notify the petitioning faculty member.

VOTE: Approved by voice vote.

- Regarding Codification's question about CAO approval of the tenure line, the committee agreed that no change is needed to the language as already written.
- Regarding Welfare's question about effective dates, Codification indicated the default is that a policy becomes effective once it is approved by the President (in the case of UR) or by the BOT (in the case of BPM).
  - They recommended that an effective date needs to be stated in a policy only when the intention is for it to become effective at a time other than when it is approved.
- The committee will continue review next time.

- **Faculty Grievance**

- The committee worked from a draft that Codification reviewed prior to today's meeting.
- Two notable additions to the policy since the last meeting:
  - Clarification on confidentiality in the first paragraph:

All discussions, deliberations, and documents under this policy shall be held in the utmost confidence unless they are required to be disclosed by application of law, or that either the Grievant or Respondent makes a claim that requires the university to defend the claim.

- Clarification regarding the audio recording retention and use:

The chair of the Panel shall file a copy of the report and the audio recording of the hearing with the Faculty Senate Office, which shall be retained for seven (7) years. Upon request, all parties to a grievance, including the President of the University, as well their counsel, can listen to the audio recording of the hearing.

- Seven-year retention matches that of the RSCW Misconduct policy.

MOTION: DeKrey - It is moved to accept Codification's revisions and approve the policy as amended.

VOTE: Approved without objection.

- The revised faculty grievance policy is ready for consideration at Senate.

## **New Business**

- **Student-Faculty Dispute Complaints Report**

- The committee reviewed the annual student-faculty dispute complaints report.
  - In its current rendition it is not clear how many faculty or students are implicated.
    - For instance, are there many reports associated with a common offender?

- We can discuss at the next meeting if there are any suggested changes to how the report is compiled or requests for additional information concerning any of the disputes.

### **Other New Business**

- **Annual/biennial review for tenured faculty**
  - Continued discussion that arose from conversations last semester:
    - Triennial review, options/conditions for opting out of review, how rank factors into review cycle (associate versus full professors)

MOTION: Doerner – It is moved that the committee consider the frequency of intermediate reviews (annual/biennial/triennial) for tenured faculty.

VOTE: Approved by voice vote.

- **Promotion/Academic Ranks**
  - Brown asked to examine language for conditions of eligibility for promotion, as there have been different interpretations.
  - We will pull the relevant Board Policy for examination next time.

### **Adjournment**

The meeting was adjourned at 4:39pm.

Stan Luger  
Chair

Betsy Kienitz  
Recording Secretary