

FACULTY WELFARE COMMITTEE

UC Aspen A&B

August 25, 2021 – 3:30 p.m.-5:00 p.m.

MINUTES

Present: Brown, Doerner (Johnson), Endres, Murza, Senbet, Sileo, Matchett, Wiegand, Williams

Absent: Applegate, Blatt, Fulks

Guests: Levin, Satriana

Call to Order

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

Approval of the Agenda

Approved without objection.

Approval of the April 28, 2021 meeting minutes

Approved without objection.

Chair's Report/Announcements (Senbet)

- Nancy Matchett is joining FWC as the representative for the Provost's Office.
- Dan Satriana is visiting to assist with RSCW Misconduct policy updates.
 - One area of consideration is disciplinary action short of dismissal. The committee can decide whether to pursue adding such options.
- The Salary Equity Committee will be sending HR's out-of-state employment policy to us for review.
- We are accepting nominees for vice-chair. Please consider serving. We can elect a vice-chair at the next meeting.

Special Orders

Unfinished Business

New Business

- **RSCW Misconduct Policy**
 - Satriana reacquainted the committee with the issues in the RSCW Misconduct policy.
 - Intentionality and whether to remove mental states from policy language
 - Mental/emotional state is superfluous to whether misconduct was committed; however, it may be relevant in determining punishment/sanction.
 - There is assumed intent in the instances of fabrication and falsification.

- Section drafted to address voluntary resolutions
 - Voluntary resolutions may be used where all parties agree to mutual resolution.
 - Some violations are not eligible for voluntary resolution [see 3-8-102(10)(a)].
- Clarification that the Complainant receives notification regarding the status of the complaint
- The committee read through the policy and reviewed suggested changes from Codification, Satriana, and Lyons.
 - Changes accepted in 3-8-102(1)(f)
 - Changes accepted in 3-8-102(3)
 - Changes accepted in 3-8-102(5) with switch from “certified mail” to “Registered Mail” in subsection (i)
 - Changes accepted in 3-8-102(6) with change in (k) to mirror language in 3-8-102(5)(i)
 - Break up 3-8-102(7) into subsections for clarity
 - 3-8-102(10) accepted with minor changes for clarity
- The committee will continue review next time.

Other New Business

Adjournment

The meeting was adjourned at 4:58pm.

Dawit Senbet
Chair

Betsy Kienitz
Recording Secretary