

FACULTY WELFARE COMMITTEE

UC Aspen A&B

September 22, 2021 – 3:30 p.m.-5:00 p.m.

MINUTES

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

Absent: Blatt

Guests: Levin, Satriana

Call to Order

The meeting was called to order at 3:32pm.

Approval of the Agenda

Approved without objection.

Approval of the August 25, 2021 meeting minutes

Approved without objection.

Chair's Report/Announcements (Senbet)

- Out-of-state employment – HR created a process for dealing with remote work; there is nothing for FWC to consider at this time.

DISCUSSION: All employees must have a Colorado address on file. Regarding questions about faculty service, the unit leader determines faculty workload allocation. If residency requirements for employment change and faculty may be living/working fully out-of-state, the committee may take on the faculty service question if needed.

Special Orders

Unfinished Business

• RSCW Misconduct Policy

- The committee reviewed the latest draft incorporating the changes discussed at the previous meeting.
- The new definitions in 3-8-102(1)(f) are based on the definitions provided by the Office of Research Integrity.
 - Thanks to Matchett for directing us to the ORI definitions.
 - Changes accepted in (f) with switch from “another person’s ideas” to “others’ ideas” in subsection (C).
- Since titles are submit to change, remove the specific reference to the AVP for Research title in 3-8-102(1)(g) to reference the RIO as a university official appointed by the CAO.
- Changes for clarity accepted in 3-8-102(2).
- Add oxford commas to the listed items in 3-8-102(3) and elsewhere as needed.

- Sections for the Retention of Records and Further Reporting have been moved to the end of the document, after the Voluntary Resolution section.
 - Edits for clarity in Further Reporting: remove “federal” before references to “funds”/”funding”, and change “agency” to “source”.
 - Change references to “agency”/”agencies” to “source”/”sources” throughout the policy as appropriate.
- The committee will review a clean copy version next time and then send to Codification before bringing the policy revision to Faculty Senate.

New Business

• Sanctions short of dismissal

- The committee discussed whether to pursue adding disciplines short of dismissal for faculty members.
 - There are currently no sanctions for faculty other than termination/non-renewal of contract.

DISCUSSION:

- Need for a process to correct bad behaviors and rectify situations, especially those that are not remedied by informal conversations, established grievance processes, or evaluation policies.
- The process should not be so cumbersome as to impede the purpose for which it is created.
- For fairness/equity purposes, the process should be consistent across the university and not subject to differences depending on one’s college.
- What sort of punishments (e.g., suspension, demotion) might be appropriate for what categories of misconduct (e.g., what infractions are considered minor versus serious).
- What sort of corrective steps can be taken without penalty to rank or remuneration.
- Who is the deciding authority depending on the level of infraction in a multi-tier review process.
- Examine what types of policies other institutions have.

MOTION: Endres – It is moved that the Faculty Welfare Committee take on the process of investigating sanctions short of dismissal.

VOTE: Approved by hand vote, one opposed, one abstention.

- Satriana will initiate a first draft for the committee to review at the next meeting.

• Vice-chair nomination/election

- Kim Murza was approved by acclamation as the vice-chair.

Other New Business

Adjournment

The meeting was adjourned at 4:53pm.

Dawit Senbet
Chair

Betsy Kienitz
Recording Secretary