

FACULTY WELFARE COMMITTEE

UC Aspen A & B

October 20, 2021 – 3:30 p.m.-5:00 p.m.

MINUTES

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

Absent: Blatt, Brown, Sileo, Wiegand

Guests: Levin, Satriana

Call to Order

The meeting was called to order at 3:33pm.

Approval of the Agenda

Approved without objection.

Approval of the October 6, 2021 meeting minutes

Approved without objection.

Chair's Report/Announcements

- Questions relating to Faculty Evaluation will be coming our way; clarification is needed around tenure clock, years of credit, and other related issues.

Special Orders

Unfinished Business

- **Sanctions short of dismissal**
 - Satriana asked for input from the committee to start a policy draft.
 - **One:** Who should be the university person(s) responsible for the handling minor misconduct and related discipline?
 - **Two:** Under what circumstances should there be a right of appeal for certain minor discipline?
 - What types of sanctions may/may not warrant appeal?

DISCUSSION:

Regarding Question One:

- Chairs/directors/coordinators would be the responsible party to initiate minor discipline.
 - Or the Dean, in the case of chairs/directors/coordinators who commit minor misconduct.
- Some minor misconduct may be handled at the unit level, with no need for further review up the chain.
 - Other instances of minor misconduct may need to be reviewed at the Dean level, especially if a faculty member is seeking to dispute a decision.

- Regarding where discipline records should be kept, currently there is no central repository for faculty personnel files; some information may be found in the unit, the college, or HR.
 - The policy should include a definition of who keeps the files.
 - For the sake of continuity, the files could be kept in HR.
 - Confidentiality of records (physical and/or virtual) must be addressed in the policy.
 - Records should be documented in consistent ways and retained across time; this would be crucial for identifying patterns in misconduct.

Regarding Question Two:

- Checks need to be in place to protect against abuse of power at both lower/local levels and higher/administrative levels.
 - Regardless of whether a decision/sanction is appealable, the respondent should always have the chance to submit their rebuttal/refutation.
- 1. Oral reprimand – *Can't be appealed*
- 2. Written reprimand – *Appealable*
 - Beyond the opportunity to submit a rebuttal, there should be an opportunity to refute claims and have the written reprimand removed from the record.
- 3. Completion of additional education – *Appealable*
- 4. Required performance management meetings with Department Chair, Dean, or Provost – *Appealable*
- 5. Ineligibility for prospective benefits (e.g., salary increases or promotion eligibility) for a stated period – *Appealable*

New Business

- **Dismissal proceedings of tenured faculty**

- The committee began review of Part 11, 2-3-1101.
- Questions/issues include:
 - The need to address confidentiality
 - Who may initiate proceedings?
 - Currently: President, CAO, deans, directors
 - What about chairs?
 - Should the President initiate proceedings if they are also the decider?
 - What does the recommendation for dismissal include?
 - Beyond the charges, there should be evidence, list of witnesses, and rationale.
 - Timeframe and allowance for extensions
 - Whether to allow outside counsel
 - How to keep record of the hearing (perhaps handle like the Faculty Grievance policy)

- Satriana will work on revisions to the existing dismissal policies, as well as begin drafting a policy for sanctions short of dismissal.

- **Chair/Director discussion**

- The committee discussed similarities and differences between chair and director roles.
 - School directors are administrators who are evaluated by the dean.
 - Department chairs are faculty who are evaluated through the faculty evaluation process.
- Pay has recently been made equitable between chair and director roles, but other differences remain, such as directors not being eligible to earn time toward promotion/sabbatical.
- Many policy areas need to be addressed, and clear definitions need to be established for schools, departments, directors, and chairs.
- Matchett can share information, and Levin can create a first draft.

- **Student-Faculty Dispute Complaints Report**

Other New Business

Adjournment

The meeting was adjourned at 5:07pm.

Dawit Senbet
Chair

Betsy Kienitz
Recording Secretary