

FACULTY WELFARE COMMITTEE

UC Aspen A & B

November 17, 2021 – 3:30 p.m.-5:00 p.m.

MINUTES

Present: Brown, Endres, Fulks, Matchett, Murza, Senbet, Sileo, Williams

Absent: Applegate, Blatt, Doerner, Johnson, Wiegand

Guests: Levin, Satriana

Call to Order

The meeting was called to order at 3:34pm.

Approval of the Agenda

Approved without objection.

Approval of the November 3, 2021 meeting minutes

Approved without objection.

Chair's Report/Announcements

- We will try to save the last part of the meeting to review the SFDC Report.
- We are seeking a Faculty Senate representative to serve as a member of the search committee for an Ombudsperson; the search will run through February. The Ombudsperson will help faculty and staff determine appropriate university resources for addressing conflicts. Let Levin know if you wish to volunteer.

Special Orders

Unfinished Business

• RSCW Misconduct policy

- The committee resumed discussion of what is appropriate for use in the definitions of Complainant and Respondent: individual and/or groups.
- Complainant:
 - Satriana suggested to add “or entity” to the definition of Complainant if it is possible that a legal entity (such as a corporation) could bring an allegation of RSCW Misconduct.
 - A group of people is not an entity. In cases involving multiple people making a complaint, the group is essentially made up of individuals. The complaint would still be on an individual basis, not a group complaint.
 - For example, any individual would be able to withdraw a complaint in this scenario, even if other individuals pursue their complaints.
 - This is different than if a legal entity makes a complaint, as the entity has its own existence beyond the individuals who comprise it.
 - For example, a school district may allege misconduct.
 - The committee agrees to add “or entity” to the definition of Complainant.
- Respondent:

- Do legal entities engage in research covered under this policy, or is it just groups of individuals?
- There are instances where large groups may publish as a collective, and it may be difficult to parse out who is or is not responsible for misconduct.
- However, even in such a circumstance it is not a legal entity that bears responsibility; there is still only personal/individual responsibility.
- The committee agrees to leave the definition of Respondent as currently written.

MOTION: Senbet – It is moved to approve the RSCW Misconduct policy as amended and sent it to Faculty Senate.

VOTE: Approved by voice vote.

- **Chair/Director discussion**

- The committee resumed discussion about chair/director roles and reviewed feedback from directors.
- Directors with 1.0 FTE have a 12-month assignment and accumulate vacation time. This is different than chairs who have a 9-month assignment, plus a summer stipend.
 - Conversion of 1.0 FTE directors (administrators) to chairs (faculty) might be difficult as they would still be working the whole year but without any vacation time.
 - Director roles that are less than 1.0 FTE and split with a faculty role accumulate x-percentage of vacation time and x-percentage of time toward sabbatical, which is confusing to track/manage.
 - Directors with a split administrative and faculty role are perhaps more like chairs.
- While converting less than 1.0 FTE director roles to chair roles might make sense, there are still some full-time director roles that are heavily administrative and would not so easily be converted to faculty/chair roles.
 - Director roles could be reserved for those who have a full-time administrative load with no faculty duties.
 - Chair roles could be those with a less than full-time administrative load.
 - This might result in some schools having a chair.
- The distinction between school directors and department chairs is not necessarily based on size of the unit they lead but on the nature of the work.
 - Whereas chair leadership largely involves coordinating faculty, director leadership involves administrative duties, such as managing accreditation/compliance.
 - The distinction of what qualifies as a *school* versus a *department* is difficult to ascertain as the terms are not defined.

- When the work is the same, the unit leader role probably shouldn't be an administrator in one case but faculty in another.
- The committee will continue discussion next time.

- **Sanctions short of dismissal**
- **Dismissal proceedings of tenured faculty**

New Business

- **Student-Faculty Dispute Complaints Report**
 - The committee reviewed and discussed the 20-21 SFDC Report.
 - It is not clear from the report how many instances may be repeat offenders or multiple reports of the same event.
 - Satriana will ask Loften how instances are compiled.
 - Regarding the reported mask violations, Matchett's office followed up with communication to faculty and students as needed.

Other New Business

Adjournment

The meeting was adjourned at 4:53pm.

Dawit Senbet
Chair

Betsy Kienitz
Recording Secretary