Faculty Welfare Committee

Meeting minutes for March 11, 2014, Jewish Studies Center, 3rd floor conference room

Present: Todd McNerney, John Crotts, Michael Gomez, Emily Skinner

Guest Speaker: Kathryn Bender, Sara Davis (Grievance Committee)

Grievance Committee and Mediation: Kathryn Bender shared the following information. Mediation is specified for grievance process yet no process is specified and grievance is not defined. She is in favor of making more robust mediation procedure and providing training.

Kathryn suggested pool of eight mediators who are trained—perhaps grievance committee gets trained and rotate grievances. It would be pure voluntary to get people are talking, and notes would be destroyed. Basically, it's a conversation where parties agree on a resolution— as contract it would be binding, but have no teeth if it was not followed.

Next level with hearing committee brings “binding” into play because hearing committee comes to a decision.

Could be included in code of professional conduct: Excellence, service, civility, respect, and inclusiveness.

John Crotts brought up the idea that a two week limit is too tight and asked if Kathryn would you be amenable to sub-committee working with her and providing a different model for grievance process.

Sara Davis noted that the lack of access to survey results and stated that the grievance committee feels they have been tasked with revising hearing process.

The designation of ombudsman, Dennie Mitchell, was brought up.

John Crotts noted that nobody on that committee is trained to do mediation and yet there are a bunch of former attorneys at the college who might be helpful in making a committee that looks at entire range of issues.

Sara Davis noted that the Grievance Committee is trying to solve the problem within existing talents and time of Grievance Committee.

John Crotts suggested that the AAUP might have a couple of people who could serve as mediators and suggested that a 3 year commitment instead of 1 year commitment might be more effective.
It was noted that grievance does not include tenure and promotion, sexual harassment, etc.

Presidential Search:
It was suggested that the FWC put out an invitation for special meeting to discuss three candidates who have been on campus this week. Discussion of a faculty-controlled survey as suggested by an interdisciplinary group of faculty would be implemented through Lynn Cherry as Speaker of the Senate.

There was discussion of wording of survey and making results transparent to faculty.

Special meeting was scheduled for Tuesday, March 25th, 11-12, to discuss a campus police issue as requested by Dr. Jennifer Baker.

Discussion of annual evaluation was introduced and would be carried over to the next meeting.

Upcoming meetings: Tuesday, March 25th, 11-12 and Tuesday, April 8th, 11-12.

Minutes submitted by Emily Skinner