

Faculty Senate Welfare Council Minutes
DRAFT Minutes for Thursday, September 15, 2011

Meeting called to order at 2:31 p.m.

Present: Chair Ken Moffett; Jeff Banker; Chris Durbin; McKenzie Ferguson; Edd Hershberger; Mark Hildebrandt; John Hunt; Bryan Jack; Steve Kerber; Flo Maätita; Susan Yager

Guests: Sherrie Senkfor (Director of Human Resources); Andrew Theising (Office of the Provost)

- Consideration of Meeting Minutes for 12 September

Mark questioned whether we should keep the questions under 5.b.i. due to the lack of clarity on the Ombuds term (academic year vs. calendar year). Ken will follow up with Ombuds about terms.

Mark moved to approve the meeting minutes and Edd seconded. The committee unanimously approved the minutes.

- Appointment of Faculty Subcommittees

Welfare Council has two subcommittees, (1) Benefits and Facilities and (2) Status, and Ken asked for 5 volunteers for each subcommittee.

- Benefits and Facilities: *C. Durbin; E. Hershberger; M. Hildebrandt; B. Jack; S. Yager*
- Status: *J. Banker; M. Ferguson; J. Hunt; S. Kerber; F. Maätita*

Susan moved to vote on the slate as presented and Bryan seconded. The committee unanimously approved the slate.

The Council then turned its attention to who will chair each subcommittee. Steve and Mark volunteered to chair the Status and Benefits and Facilities Subcommittees, respectively.

John moved to approve the selection and McKenzie seconded. The committee unanimously approved these selections.

- Faculty Senate Welfare Council Operating Papers

Susan corrected the papers to include the Faculty Salary Equity Committee. This committee is a standing committee, yet the Welfare Council papers never changed to include this new committee.

- Faculty Policy and Procedures Manual with Sherrie Senkfor and Andrew Theising
 - Video Surveillance

Sherrie Senkfor began by identifying the purpose of this policy: it is a matter of public safety. It is still not clear, however, whether video surveillance is a deterrence. The policy will include everyone and the construction process. She highlighted the following guidelines:

- C1. Surveillance is for safety and security, but it's not clear who will be monitoring the videos.
- C3. Surveillance is not to be used for the evaluation of employees unless there is some criminal activity.
- C4. This item spells out what is to be considered a "public area" and a "private area."

Susan asked about changing the language in item D5 from "shall" to "may." She wondered if ITS wants to be in charge of maintenance.

Ken asked about item D7 ("For requests to install video surveillance equipment in any classroom space..."). Would requests require approval of all chairs whose departments use a particular class space? Or would it require approval of all deans?

Mark asked about tampering and hacking, and Andy revealed that there are already policies in place on tampering that can be helpful.

Ken asked Sherrie if addressing Welfare Council's concerns will result in a new policy. Steve recommended that we talk to our colleagues about the policy as it pertains to videos in the classroom. Edd offered Benefits and Facilities to work on the language of this provision.

- Drug Testing

Sherrie raised the issue of reasonable suspicion. Would faculty feel comfortable with a reasonable suspicion test? In reference to the list of indicators, faculty must have two or more indicators in order to take the test. Prior to this test, the faculty member could discuss her or his concerns with her or his supervisor.

Edd raised the question of having more than one observation. John pointed out that explanation of the observation is due process. Chris noted that there's nothing in the process that includes contacting HR. Sherrie will make the appropriate changes and return the document to Ken.

- Other Portions of the Policy and Procedure Manual (excluding video surveillance, drug testing and children in the workplace)

The inclement weather policy is the same for all groups (civil service, administration, faculty)

Edd pointed out that once/if the FMLA policy is alive, then there should be a reference to it in the manual. Mark noted changes to "civil unions" after 1 June 2011.

- Faculty Grievance Procedure with Andrew Theising

Andy took the liberty of putting recommendations at the end of his report. One such recommendation entails limiting the number of people involved in a grievance (to involve one person as opposed to 10 people).

He also recommended an “opt out” clause. Steve raised the question of legal implications for the university if there is an opt out clause. Edd also wondered if such a clause would expire, and if so, when? Chris saw the opt out clause as a matter of informed consent.

Andy said that Julie Hopwood (his predecessor) flagged moments when grievants wanted to communicate with the panel. As chair, he acted as the liaison. He recommends having a liaison and an assistant committee chair.

With there being no other business, the meeting was adjourned at 4:56 p.m.

Respectfully submitted,
Florence Maätita