Faculty Senate Welfare Council Minutes
Minutes for Thursday, November 19, 2015

Meeting Convened at 2:30 p.m.

Present: Stephen Kerber (Chair), Jeff Banker, Andrew Gross, Susan Hume (for Mark Hildebrandt), Nancy Huyck, Bryan Jack, Bryan Lueck, Ken Moffett, Jim Wulfsong

Excused: Jessica Kerr, Xudong (William) Yu

Announcements:

1) Lynn Bartels is being invited to the Faculty Senate Executive Committee to discuss faculty development, and the role that the Faculty Development Council can play with respect to encouraging it.
2) The Ombuds and a representative from the Office of Legal Counsel are coming to the Welfare Council as guests on January 21.
3) Interim Provost Denise Cobb is also coming as a guest on January 21 to provide an update on events within the Office of the Provost.

Approval of the Minutes:

The minutes were approved unanimously.

Unfinished Business:

Promotion and Tenure Policy

The Council discussed the standards by which a faculty member should be held if s/he goes up for early tenure or promotion. This matter was referred to the Faculty Status Committee, with the recommendation that Faculty Status Committee having something to report by January’s Welfare Council meeting.

Faculty Grievance Committee Operating Papers and Grievance Procedure

There was a discussion about numerous issues with respect to these papers and the accompanying grievance procedure. First, the distribution of members from the different schools and colleges is problematic, as there is one College (CAS) that sizably outnumbers all of the others. The current distribution of members being from that school creates a scenario in which there are not enough members available on the committee to hear grievances in a timely manner. Second, there is no list of precedents to see how similar cases were decided. The Council members had a lively discussion about the role of precedent in deciding the outcomes of grievance cases. Third, there were questions surrounding the grievant’s ability to communicate with the Coordinator of Policy and Communication once a grievance has been filed. Fourth, there were concerns about the initial hearing process to determine whether a grievance is grieveable. This matter was further referred to the Faculty Benefits and Facilities Committee for further consideration.
Revisions to the Sabbatical Leave and Ombuds Service Policies

The revisions to the Sabbatical Leave policy that were discussed during the October 2015 meeting of the Welfare Council were remanded for further consideration to the Faculty Benefits and Facilities Committee. The revisions to the Ombuds Service Policy that were discussed during the 2014-15 Academic Year and were returned by the Office of the Provost were remanded to the Faculty Status Committee, pending a further discussion at the January 2016 meeting of the Welfare Council.

Meeting Adjourned at 3:08 p.m.
Respectfully Submitted
Ken Moffett