Faculty Senate Welfare Council Minutes  
Feb 21, 2019  
Board Room, MUC

Present: Steve Kerber, Jeff Banker, Dan Segrist, Kamran Shavezipur, Adriana Martinez, Katherine Newman, Undrah Baasanjav (scribe), and Emily Truckenbrod  
Absent: Kathryn Bently, Lisa Green and Andrew Gross

1) Dan called the meeting in order at 2:30 and introduced a new addition to the committee--Emily Truckenbrod of the Music Department.  
2) Approval of minutes: Meeting minutes by Jeff were approved.  
3) Announcements

Dan informed that Phyleccia Reed Cole and Jamie Ball will be visiting the March meeting to talk about their experiences of working on policies related to the currently discussed anti-bullying policy. Kamran suggested that we forward the policy draft to them prior to the meeting. Steve suggested we pass along the comments by Drew and Steve regarding the bullying policy. The committee discussed differences between the anti-bullying and harassment policies and how the harassment policy does not address bullying issues. Harassment has legal implications and punitive components.

4) Old business  
   • Discussion of HDDSA request for additional members

Kim Durr suggested we include more members from the Grad council, the East STL Center and the Black Faculty and Student Association. Steve informed us that currently anybody could make an online nomination for anyone. The nomination goes to the chair of the committee and the Committee has purely advisory functions. Steve suggested the possibility of including members from the BFSA, disadvantaged students, emeriti faculty, women studies and the board of alumni associations. It would be helpful to ask Kim and the committee chair to come to the meeting with a clarification plan and give an overview. The members suggested that the chair of the HDSSA committee clarifies their plan of increasing the pool of nominations rather than increasing the representation of various groups on the committee. Dan will ask the HDDSA committee to come to our meeting.

• Civility Statement

Dan distributed information about the documents we looked at where civility appears. Based on that review, the committee will forward the civility statement as is for the second reading. Steve will add a footnote reference to the Indiana University’s civility policy. We will expect the Senate to vote.
• **Discussion of Grievance Procedures**

Any faculty member represented by the Faculty Union will send the grievance through the FA. The process is set up now so that a complainant appears in front of the committee and makes an accusation/claim/verbalized charge. It would be better to have documentation instead. We might not get enough people to serve on the grievance committees due to the new arrangement with the Faculty Union. Cate asked who and how many people are not represented (pharmacy, dental) and suggested adding clinical faculty to the composition of the committee. Dan offered to have a look into the existing Grievance Policy, make possible changes, and present it to the committee, if the committee would like to see whether or not there is a need to work on the policy.

• **New business**

Steve referred to Joe Sanbursky’s (the secretary of the board) letter to the Daily Egyptian, regarding a nursing program at Carbondale. The time has come to express opinions regarding the establishment of a nursing school in Carbondale. The Council will discuss this issue with the faculty at the Nursing School.

• **Public comment**

No public comments.

• **Adjournment**

Motion by Kamran and seconded by Didi.