

Council on Academic Freedom, Faculty Quality and Faculty Welfare
Minutes
October 21, 2005
8-10 AM.
202 Tigert Hall

Mike Katovich called the meeting to order at 8:00 A.M.

New members attended the meeting and council members introduced themselves.

The minutes of the September 23, 2005 meeting were approved.

Council members voted for Mike Katovich to remain as chair of the Council for the 2005-2006 A.Y.

Kyle Cavanaugh updated the council on the grievance process. Mr. Cavanaugh said that the concept is to establish a single point of contact for grievances. The Dispute Resolutions Officer (DRO) will try to resolve the conflict in a defined time frame at the DRO level. If the issue is not resolved then it will go to the already established process for faculty grievances.

The position will possibly be within human resources, but will not be housed in an administrative building. The DRO will also serve a consulting role to help faculty know which process to take. The DRO will facilitate the grievance process by watching timelines and filing requests for extensions as needed. It will be a full time position and the person will hopefully handle staff grievances too.

There will need to be consultation with the faculty senate regarding potential modifications to the current process because having the DRO will eliminate the 'first step' that the Academic Freedom, Tenure, Professional Relations and Standards Committee currently has to take.

The goal is for the DRO is to facilitate early resolution to identified issues. If at the end of the initial step the faculty member is not satisfied they have the ability to move to the second step in the process.

The committee discussed the quality of life report.

Dr. Glover informed the council that the university has a trailing academic spouse model in place for possible use. There is currently no model for non academic spouses. The Office of Academic Affairs runs a chair orientation twice per year in which family leave policies are discussed. The office is currently working on a faculty handbook that includes this information. However, the office needs feedback on whether this information is useful.

Dr. Katovich will invite Angel Kwolek-Folland to the next meeting to discuss the quality of life report. The council will re-read the report and make recommendations to the Faculty and Staff benefits committee and report progress to the Senate.

The council also discussed tenure and promotion guidelines. All colleges are governed by the new regulations regarding tenure and promotion. The council will create a list of questions to distribute in April to faculty who went up for tenure in 2005 and a separate list of questions for the college tenure committees. These questionnaires will help the council to determine what needs to be done regarding the tenure and promotion process.

The council will ask Professor Tanzer to announce, at the next Senate meeting, that anyone going up for tenure who has problems or questions can contact Dr. Katovich for guidance. Dr. Katovich will confirm answers with Dr. Glover before giving advice. The council will not handle complaints; it will only provide information and answer questions.

The next meeting of the Welfare council will be on November 18th from 10-12 in room 202 Tigert.

The meeting adjourned at 9:49 A.M.

Attendees:

Mike Katovich, Chair
Elizabeth Bolton, AFTPRSC representative
Phil Barkley, Faculty and Staff Benefits Committee
Kyle Cavanaugh, Administrative Liaison
Sue Percival, member
Rebecca Pauly, member
Chris Snodgrass, member
Joe Glover, Administrative Liaison
Douglas Cenzer, member
Paula Fussell, Administrative Liaison
Peter Giacobbi, member