Faculty Affairs Committee

**Meeting Minutes**

**December 5, 2018**

**6:00 pm**

**Roll Call:**

Chairperson Crowley (present)

Senator Baur (present)

Senator Dawson (present)

Senator Enriquez (present)

Senator Jenkins (present)

Senator Martinez (present)

Senator Pole (absent)

Senator Woody (present)

**Items Considered:**

Review of the Faculty Academic Freedom, Ethics and Grievance Committee (AFEGC)

Overview: The original report submitted to the FAC from AFEGC was not complete. The Co-Chair was to submit a portion addressing the spring term, but it was not forthcoming.

Reasons for the delay in the report:

1. Confidentiality issues (second half of the report divulged too much information)
2. Attempts to edit/revise the additional portion could not resolve the issues, so nothing more was forwarded to FAC

The committee reviewed and approved the portion of the report that was submitted. At the request of Senate Chair Kalter, the committee discussed a number of options that might result in an effective, complete annual report that fully protected confidentiality. Our discussion covered the following:

1. The resources that are available to the committee, how they were used, and if they are adequate
   1. Committee considered what resources might be available to AFEGC:

* Structure
* Adequate training
* Time demands
* Availability of adequate meeting rooms
* Recording devices
* Ready access to University policies
* Access to legal resources if needed

1. The AFEGC’s views on the grievance process and the level of their satisfaction with it.
   * 1. Important to ensure that all individuals are being treated equally in the process.
     2. FAC can offer a helping hand to see what the AFEGC needs to operate on its own and ensure its integrity.
2. If it is not a violation of confidentiality, would it be useful to know if the case was decided in favor of the complainant or the respondent.

Discussed logistics of how comfortable/uncomfortable faculty would feel filing a grievance or appealing a decision

(Note: may be difficult to secure information if it is not actively recorded.)

1. Indication by the committee as to how many of the cases are new and how many are appeals of earlier decisions.
2. Is a given year’s caseload typical or unusual?

In the end, the committee agreed to formally recommend four items.

* The AFEGC reports on the number of cases addressed during the year. The FAC presumes they will report any cases that are appealed and appropriate information on the outcome of the appeal. If that is not current practice, include it in future reports.
* Indicate if the caseload of a given year is typical or anomalous.
* Report on the resources available to the committee, how they are used, what is needed (if anything) to complete their work more efficiently and effectively.
* The committee’s view on the grievance process and the level of their satisfaction with it. In this way, the annual report might also be used as a sort of self-evaluation.