

# University Faculty Affairs MEETING MINUTES

**September 23, 2019**

**12:00 PM – 1:00 PM**

**Warren Lawless Conference Room**

CHAIR: Beatrice Saviola

MEMBERS Present: Joshua Cameron, Shalechia Hunt, Malika Kachani, Jerome Lacroix, Kabir Lufy,

ABSENT:

NON-VOTING MEMBERS: Elizabeth Rega

SECRETARY: Alyssa Rodriguez

Topic	Proposed Discussion	Actions	
<b>1. Call to Order</b>	Meeting was called to order at 11:57am.		
<b>2. Approval of Minutes 8/26</b>	Dr. Saviola made an amendment - "would be better to start with those documents instead of starting from <i>track-scratch</i> ."	<b>Dr. Lufy motioned to approve the minutes as amended, Dr. Hunt seconded, all were in favor.</b>	
<b>3. Grievance Committee Concerns</b> <i>Drs. Covasa and Bertone</i>	Dr.'s. Mihai Covasa and Joe Bertone, members of the Grievance Committee, expressed their concerns with Appendix II: Grievance Procedures.	<b>Dr. Cameron motioned for a member of the Grievance Committee, a member of this committee, as well as a member from Human Resources to put together language for the proposals, Dr. Lufy seconded, all were in favor.</b>  <b>Dr. Cameron motioned to propose that the Grievance Committee membership increases from five to seven.</b>	
	There are deficiencies with the current guidelines.		
	Grievance Procedures 2015 Handbook		Grievance Procedures 2019 Handbook
Grievance Procedures 2015 Handbook	Grievance Procedures 2019 Handbook		
A grievance proceeding may be called by a faculty member under the following circumstances:  a. If the individual feels that his/her promotion or tenure has been unfairly withheld or withdrawn. b. If the individual feels he/she has been dismissed without adequate cause. c. If the individual feels he/she has been discriminated against or dealt with unfairly in other matters.	SECTION 1. Basis for a Grievance: A grievance proceeding may be called by a faculty member (i.e. referred to below as the grievant) under the following circumstances:  a. If the individual feels that his/her promotion or tenure has been unfairly handled, withheld or withdrawn. b. If the individual feels he/she has been dismissed without adequate cause. c. If the individual feels he/she has been dealt with unjustly in relation to an administrative decision.		
Except for Sexual Harassment and sexual misconduct---covered by Title IX and under the purview of HR			

Discrimination (Title IX): protected category (race, color, national or ethnic origin, religion, religious creed, sex or gender, gender identity or expression, marital status, sexual orientation, disability, age, genetic information, military or veteran status):

Leaves out other forms of discriminations leading to:

- Given low performance evaluations
- Application of differential criteria between faculty
- Favoritism and nepotism
- Exclusion from educational, administrative opportunities
- Impeding scholarly activities
- Spreading negative and false information about a faculty
- There is no recourse for faculty outside HR particularly for academic discrimination, intimidation, abuse, bullying, retaliation, etc
- It reduces the number of reports by faculty for fears of retaliation by administration
- It impedes individuals to come forward
- It reduces morale and is not conducive of building an environment free of discrimination
- Faculty feel more comfortable in addressing issues by their peers
- HR does not have the expertise in addressing faculty related issues of academic and professional discrimination, harassment, bullying, retaliation, abuse, derogatory remarks, defamation.

The Grievance Committee has proposed:

- The GC may review petitions from faculty members and administrators involving:
  - Any situation in which a faculty member asserts that he or she has suffered a substantial injustice resulting from a violation of: a) academic freedom; b) procedural fairness; or c) professional ethics.
  - Claims that involve discrimination, harassment, intimidation, abuse, bullying, retaliation plus one of the three areas named above will be investigated simultaneously by the GC and by HR. Each body will examine the part(s) of the claim within its respective area of competence, will share evidence where appropriate, and will inform the other of its findings.

**Terminology needs to be added or defined**

- Dismissal. Any University academic employee may make use of these procedures upon receipt of notice of dismissal. A dismissal is a termination before the end of the period of appointment.

- Non-reappointment. Any University academic employee who can demonstrate that considerations violative of academic freedom significantly contributed to a decision of non-reappointment may make use of these procedures.
- Other matters. The GC Committee may, as it deems appropriate, review petitions or appeals of any University academic employee in matters beyond the above limitation. In such cases, the Committee will review the petition according to their usual procedures, but formal hearings will not be held except where there are compelling reasons for them

**Other issues to be considered**

**Step One (Dean Review):** The first step in the formal grievance process is for the faculty member (i.e. grievant) to notify, in writing, the appropriate Dean within sixty (60 days) of the date that the grievant first knew or could reasonably have been expected to know, on the basis of documentation or otherwise if there is no documentation, of the decision or action, that gave rise to the grievance. Step One is subject to the following:

*Change to “..to notify in writing the respondent’s (i.e., the individual against which the grievance has been filed) supervisor”*

b) The Chair will submit a copy of the grievance to grievant’s immediate supervisor, the appropriate Dean and to the Provost.

*Add: “When the Provost is a party to the grievance, a copy of the grievance will be submitted to the University President”.*

For grievances involving dismissals, a written report of the Committee’s recommendations will be submitted to the Provost. For grievances involving matters other than dismissal, a written report of the Committee’s recommendations will be submitted to the immediate supervisor, appropriate Dean and the Provost. A copy of the report will be forwarded to the grievant and the respondent(s) and placed in the grievant’s human resources personnel file.

*Add: “When the provost is a party to the grievance, a written report will also be submitted to the University President”.*

m) Provost’s Decision: The Provost shall decide the grievance, within fifteen (15) working days, which can be extended after notice to all parties, taking into consideration the recommendation of the Grievance Committee and other factors that the Provost may deem appropriate and/or relevant to the matter. If the recommendations of the

	<p>Committee are not accepted by the Provost, the grievant, the Chair of the Grievance Committee, and the appropriate Dean will be notified with an explanation in writing.</p> <p><i>Add: " In the case where the Provost is a party to the grievance, the decision will rest with the President and will be rendered within fifteen (15) working days". If the recommendations of the Committee are not accepted by the Provost or the President, the grievant, the Chair of the Grievance Committee, and the appropriate Dean will be notified with an explanation in writing".</i></p> <p>Would like to get a group together to work on new language. Dr. Bertone, Saviola, Covasa, Kachani, Simone Miller, and Cynthia Ferrini should be a part of this working group.</p> <p>Would like to increase the number of members of the Grievance Committee from five members to seven members.</p>	
<b>4. Standards for Promotion and Tenure</b>	<p>Dr. Baron presented an idea of "tracks" being used for promotion and tenure. Dr. Kachani found a document that was put together from a promotion and tenure task force from a few years ago.</p> <p>Dr. Kachani proposed that the committee use this document to work from and create the tracks that Dr. Baron has requested. Perhaps we could share this document with the colleges and ask for their thoughts and input.</p> <p>Within the university handbook, even the definitions need work on them.</p>	<b>Dr. Saviola would like to go through the different college guidelines and compare.</b>
<b>5. Emeritus Stipend</b>	<p>This was discussed last year by the committee as well as with Dr. Guglechuk. Given that he was retiring, Dr. Gugelchuk recused himself. The current emeritus is \$100 a month. The current proposal is to bring the cost up for cost of living. There were questions from the Board of Trustees about how much it would cost based on how many emeritus faculty we have, which is about 20.</p> <p>Dr. Rega suggested that now would be a good time to discuss why emeritus is in place, what is the rationale, and what is the role of emeritus faculty.</p> <p>Some emeritus faculty do contribute and they cost less when they come speak and present. They can even be used on committees. There is also a fair number of them that don't live in the area or the state anymore, at that point, what is their contribution that they are providing to the university.</p> <p>It will be helpful to lay out the grounds for emeritus faculty and the Board of Trustees will want to know when it is presented to them.</p>	<b>Dr. Saviola will write up a proposal for increasing the emeritus stipend.</b>
<b>Next Meeting</b>	Monday, October 28, 2019	
<b>Adjournment</b>	The meeting was adjourned at 12:58pm.	