Committee: Faculty Governance Committee

Date: 3-13-96

Presiding: Jim Joyce, Chair

Meeting called to order: 2 pm

Agenda item 1: Minutes of 2-14-96 approved.

Agenda item 2: Final discussion of proposed revisions to Appendix L, Section D. Action: Proposed revisions were approved.

Agenda item 5: Discussion of "off-track" faculty appointments (attachment 3). As a sub-committee of one, Joyce presented a draft "Faculty Manual Clarification" for probationary terms for faculty appointed at times other than the beginning Fall semester. Draft was discussed. Action: Draft was approved.

Agenda item 6: Discussion of vacation and sick leave. Joyce presented a draft "Faculty Manual Clarification" for annual/sick leave for personnel with professorial rank. Draft and several amendments were discussed. Action: No action was taken. Joyce will present further revisions at the next meeting.

Agenda item 8: Discussion of length of probationary terms for assistant professors. Joyce presented a draft "Faculty Manual Clarification" for length of probationary terms for an assistant professor promoted to associate professor before the end of contractual probationary term. Draft was discussed. Action: Draft was approved.

Agenda item 3: Continued discussion on Appendix X. Toi Carter briefly described nature of recent sexual harassment complaints in general terms, indicating that none have gone to level 2. She also presented in detail current procedures being followed by Mary Ann Rose and Scott Lewis in investigating complaints.

Committee members responded. Some felt those investigating were not following procedures given in Appendix X. One concern involved unit administrators being brought into process early: i.e., possible violation of confidentiality and effect on annual evaluations. Other concerns were the Chancellor's ability to take action and the leeway the Grievance Officer has in investigating. Action: Carter was asked to bring draft of procedures that Grievance Officer would find workable.

Agenda item 4: Final discussion of proposed revisions to Appendix C, Personnel Files (attachment 1). Judy Bernhardt presented proposed revisions, draft 2, with suggested replacement for last two paragraphs. Committee approved suggested replacement. Editorial suggestion was made that all sexist language be removed. Committee discussed location of PAD's after personnel decisions are made. For example, PAD might be returned to faculty with resume from PAD or index of what PAD contained being retained in Personnel File. Guidelines to accompany policies (proposed revisions) might be helpful.

Action: George Bailey graciously agreed to serve as a sub-committee to revise proposed revisions in keeping with today's discussion. He will present those revisions at the next meeting.

Agenda item 7: Further discussion of proposed revision to the
Appellate Reconsideration Committee charge. (Attorney Carter will provide the Committee with a definition of "cause."). Committee received report from University Attorney who believes that procedures currently being followed are reasonable and fair. Action: This information will be conveyed to Greg Lapicki, Chair of Reconsideration Committee.

Agenda item 9: Other Committee business.

Question: Should unit codes state composition and length of terms of personnel committee?

Answer: No, Appendix D does not require it.

Meeting adjourned: 4 pm

Next meeting: 2 pm, April 10, 1996

Submitted by Sherry Southard, Secretary