

FACULTY WELFARE COMMITTEE

UC Aspen A & B

November 17, 2021 – 3:30 p.m.nson, Wiegand

Guests: Levin, Satriana

Call to Order

The meeting was called to order at 3:34pm.

Approval of the Agenda

Approved without objection.

Approval of the November 3, 2021 meeting minutes

Approved without objection.

Chair's Report/Announcements

We will try to save the last part of the meeting to review the SFDC Report.

We are seeking a Faculty Senate representative to serve as a member of the search committee for an Ombudsperson; the search will run through February. The Ombudsperson will help faculty and staff determine appropriate university resources for addressing conflicts. Let Levin know if you wish to volunteer.

Special Orders

Unfinished Business

RSCW Misconduct policy

- The committee resumed discussion of what is appropriate for use in the definitions of Complainant and Respondent: individual and/or groups.

- Complainant:

Satriana suggested to add “or entity” to the definition of Complainant if it is possible that a legal entity (such as a corporation) could bring an allegation of RSCW Misconduct.

A group of people is not an entity. In cases involving multiple people making a complaint, the group is essentially made up of individuals. The complaint would still be on an individual basis, not a group complaint.

For example, any individual would be able to withdraw a complaint in this scenario, even if other individuals pursue their complaints.

This is different than if a legal entity makes a complaint, as the entity has its own existence beyond the individuals who comprise it.

For example, a school district may allege misconduct.

The committee agrees to add “or entity” to the definition of Complainant.

- Respondent:

Do

- When the work is the same, the unit leader role probably shouldn't be an administrator in one case but faculty in another.
- The committee will continue discussion next time.

Sanctions short of dismissal

Dismissal proceedings of tenured faculty

New Business

Student-