

Faculty Affairs Committee Meeting Minutes

February 15, 2024

Attendees

1. David Taylor
2. Jessica Lester
3. Travis O'Brien
4. John Carini
5. Katherine Ryan
6. Shu Cole
7. Shabnam Kavousian
8. Gerry Langosa
9. Johnathan Michaelsen
10. Cassandra Coble
11. Colleen Ryan (ex officio; arriving late due to class)
12. Lana Spendl (ex officio; departed early for another engagement)

Agenda

1. Approval of January's meeting minutes
2. ACA-BL-D27 update on revisions, discuss additional feedback received, and make further revisions
3. ACA-BL-D22 discuss proposed revisions & questions generated from feedback
4. Discuss recommendation to rescind policies related to P&T (per BFC feedback)
5. Discuss next steps for teaching ranks consideration

Minutes

Approval of January 2024 Minutes

ACA-BL-D27 Update on Revisions

- Received feedback from FMRC
- Revisions to align with ACA-33

- Need to add faculty right to not have a case seen by FMRC.
- In current policy, if FMRC isn't leveraged early, there is a risk of duplication of work and a potential overloading of FMRC
 - One issue is that III.b.1 seems to imply that any University community member can force a case to be reviewed by FMRC, whereas ACA-33 has a well-detailed process starting from initiation, review by unit head, investigation, etc. (Procedures section in ACA-33).
 - Discussion suggested that ACA-33 might need to be revised to (a) refine common and severe sanctions (and remove inconsistency: e.g., salary reduction is listed in both), and (b) help clarifying when & how campuses might/should involve FMRC-like committees
 - Since ACA-33 might be revised, one thought was to revised III.b to refer vaguely to ACA-33, indicating that Procedures for initiating a complaint are defined in ACA-33.
- An issue that kept coming up was 'when to involve FMRC' vs 'avoid overloading FMRC'.
- Suggestion to revise III.b.5 to allow a faculty member to initiate involvement of FMRC if they find that they are being investigated for misconduct that might result in severe sanctions. Also give FMRC the ability to decide whether to take on cases (to avoid overload)
 - A question was raised about whether VPFAA's investigation might duplicate investigation by FMRC. VPFAA's confidentiality policies may not allow sharing of information with VPFAA.
 - Questions for VPFAA:
 - Is there feedback on the above suggestion?
 - What would be the time point that initiation of FMRC should happen
 - (it was noted that it was standard for a letter to be given to a faculty member indicating that severe sanctions may be considered; this might be worth verifying)
 - At which stage is a faculty member notified that they're being investigated?
 - Note that ACA-33 Procedures 3a indicates that the respondent must be provided with a copy of the complaint and given an opportunity to respond
 -

ACA-BL-D22 discuss proposed revisions

- Should the policies be separated. There seemed to be an agreement to separate them.
- Should the policy clarify the relationship between mediation and FBOR (and which comes first)?
 - Suggestion was to given the grievant the autonomy to decide which route to go; there was general agreement
- Jessica indicated that FAC would receive an e-mail and further discussion would occur over e-mail

Discuss recommendation to rescind policies related to P&T

We did not make it to this discussion item

Discuss next steps for teaching ranks consideration

We did not make it to this discussion item