

## **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-**