Special meeting of Faculty Council- 6/6/2017
Location: Location Conference Room

Present: Ricardo Alfaro (Chair), Emily Newberry (Chair Elect and Faculty Council Secretary),
Chris Douglas (Past Chair), Adam Lutzker, Tom Wrobel, Sarah Lippert

Absent: Allon Goldberg, Mickey Doyle, Judy Haefner, Aviva Dorfman, Sy Banerjee, Jan Furman

Meeting called to order at: 9:02am

Agenda Item: Implementation of Grievance Hearing Panel

Description of history of issue with editing of the Code to replace the old Faculty Grievance Committee with the new Faculty Grievance Hearing Panel. Faculty Code supersedes standing rules so there is some ambiguity.

Faculty Council, acting for the faculty, decided that the new approved grievance procedures will be the standard method for grievances starting immediately.

Suggestion to move all the grievance procedures to the Code will be presented to the governing faculty in the fall.

Suggestion that when there are ambiguities in the Faculty Code that would present immediate complications, Faculty Council will make a decision and then bring that decision to the full faculty at the next meeting.

Suggestion that all motions for Faculty Code changes should specify date of effect and structures being replaced.

Provost has informed all the deans that the new grievance procedure is in place and that the old procedures in the units are no longer valid.

HR discussion, how are people are directed to the process and when does the clock start on having 90 days to bring a complaint forward? Faculty will use the Grievance Form and submit it simultaneously to Grievance Hearing Monitor and HR director, which constitutes when the complaint is brought forward (informal attempts at resolution through HR or other bodies do not count as having met the deadline. The process is monitored the Faculty Grievance Monitor, and HR serves as a support for the process.

Newberry will make sure the grievance form is UM-Flint specific before uploading to blackboard and the Faculty resources page on the Provost’s website.
Newberry will provide a link to grievance documentation to be added to provost, school/college, human resources, ombudsman, and library pages.

Discussion of the text of the Code as far as the description of the committees for grievance procedures. Newberry will bracket the old Faculty Grievance Committee and add the new committee description to the Code.

Faculty Council will present proposal to add the procedures to the actual Code instead of standing rules, replacement of text for Faculty Grievance Committee will be combined with this.

Faculty Council will take a look at standing rules and appendix in fall to see what needs to be moved to actual Code.

The deadline to extend nominations for new grievance panel positions will be extended to 12am Thursday June 8th.

Alfaro will send an email to faculty outlining information about the new faculty grievance procedures.

Matters Arising:
Question was raised about the FC Chair’s suggestion in email preceding the special meeting that he wants to call for a private meeting between himself and possibly 1-2 other FC members with President Schlissel to occur as soon as possible to discuss the administrator evaluations and ensuring the credibility of upcoming evaluations.

Arguments for the FC Chair being able to meet alone (with 1-2 others) with Schlissel versus with all available FC members were discussed. The final solution was to allow Schlissel to decide if and when he would like to meet with members of FC and who that should include.

Meeting adjourned 10:08

Respectfully submitted

Emily Newberry- Faculty Council Secretary/Chair-Elect