

Author: Diane Murray at PO6

Date: 3/30/98 5:35 PM

Priority: Normal

TO: John Gracki at PO2

TO: Linda Grinstead at PO1

TO: Diane Murray

TO: Karen Novotny at PO10

TO: Toni Perrine at PO1

TO: Scott Richardson at PO2

TO: Margaret Walker at PO1

TO: Jim Wolter at PO17

TO: Sheldon Kopperl at PO16

TO: Tom Butcher at PO2

Subject: FPPC Minutes -- Draft -- Corrected

----- Message Contents -----

Faculty Personnel Policy Committee

Tuesday, March 24, 1998

11:30 A.M.-12:30 P.M.

Present: John Gracki, Linda Grinstead, Diane Murray (secretary), Sheldon Kopperl (semester replacement for Karen Novotny), Toni Perrine (chair), Margaret Walker; guest: Tom Butcher. Absent: Scott Richardson, Jim Wolter

11.1 Minutes of March 10, 1998 meeting were approved.

11.2 Tom Butcher was asked to address proposed changes to the Grievance Procedure which he and Scott Richardson had drafted (draft, FPPC 3/17/98). Tom began by identifying those actions for which the grievant has had burden of proof (for negative personnel actions -- denial of promotion or tenure or non-renewal -- or in an academic freedom case) and those actions for which the university has burden of proof (dismissal for adequate cause or discipline less than dismissal). The changes drafted occur in section 2.17.3. now labelled Function and Procedures (5th and 6th pages of draft, FPPC 3/17/98). Section E spells out two types of procedures: 1. based upon identical decisions by the Division/Autonomous School's Personnel Committee, the dean, and the provost concerning matters of denial of promotion, denial of tenure, non-renewal, and dismissal for adequate cause; and 2. grievances concerning disciplinary action, academic freedom or those where the dean and/or provost has rejected the recommendation of the Division/Autonomous School's Personnel Committee.

Discussion dealt with the role of the grievance committee in each types of case and consideration of the meaning of "substantive re-examination" and "adequate consideration."

At the end of the hour, it was decided that Tom Butcher and Scott Richardson will re-draft some of the language in Section E.1 and Section E.2. Committee members are asked to consider the philosophical role of the grievance committee before the next meeting. Toni Perrine will notify Pat Thorpe (and the ECS) that the FPPC is still deliberating the issue.

Next meeting is set for March 31, 1998 at 11:30 A.M. in Rm. 116, LMH