A comparison of the Senate Conflict Resolution Policy (SCRP, drafted on 11-17-03) with the current Task Force Conflict Resolution Policy (TCRP, revised on 4-26-05) document


Note: Current TCRP reflects changes recommended by the Provost Council on 4-13-2005 and the Faculty Senate Tenure, Promotion & Grievance Committee on 4-20-2005.

COMPARISONS BETWEEN THE TWO DOCUMENTS:
NOTE: SCRP = “old” document
TCRP = “current” document

Document title?

SCRP: Proposed Faculty Conflict Resolution Policy.
TCRP: Conflict Resolution Policy for Faculty.

Who is covered?

SCRP: Staff & Faculty.
TCRP: tenured and non-tenured Faculty only.

Who administers the policy?

SCRP: Human Resources.
TCRP: Academic Affairs.

Who serves as the Conflict Resolution Facilitator (CRF)?

SCRP: Policy unclear, could be staff CRF or could be faculty member.
TCRP: Staff CRF will serve under the CRP for Faculty.

How are time limits defined for moving between the steps in the process?

SCRP: working days.
TCRP: business days during the academic calendar. Outside of the academic calendar (e.g., during summer months), the parties and/or mediators may, if necessary and after consultation with the CRF, extend the time limits of the process.

Who makes decision of whether a conflict can be mediated?

SCRP: Staff CRF makes the decision in consultation with parties.
TCRP: Staff CRF makes the decision in consultation with a member of the TCU Mediators Committee.
What are mediator qualifications?

SCRP: Must be meet standards of Title 7, Chapter 154 of Texas Civil Practice & Remedies Code.
TCRP: Must receive 40 hours of training in compliance with Title 7, Chapter 154 of Texas Civil Practice & Remedies Code.

Who may serve as a mediator?

SCRP: Faculty and Staff trained mediators.
TCRP: Faculty and/or Staff trained mediators after consultation with disputants by CRF.

Who serves on Peer Review Boards?

SCRP: staff, faculty, and administrators.
TCRP: faculty and administrators.

Are Peer Review Board sessions recorded?

SCRP: Yes.
TCRP: No.

How is the peer review process initiated?

SCRP: Unclear as to who initiates the 3rd step of the CRP.
TCRP: Either party may request peer review (step 3) by notifying the Conflict Resolution Facilitator.

Is a member of HR staff required at Peer Review hearings?

SCRP: Yes.
TCRP: No.

Does step 4 of policy (appeal of dismissal decision to Chancellor) apply to all parties using the policy?

SCRP: No, step 4 applies only to staff covered under the policy, but not faculty.
TCRP: No & Yes; No, for all tenure and promotion related conflicts that lead to the termination of a tenure-track faculty member. By definition, step 4 does not apply to tenure-track faculty. Yes, for any dismissed, non-tenure track faculty member (e.g., instructors, professors of professional practice). They, only, have access to step 4 of the Conflict Resolution Policy for Faculty.