The TPG Committee focused its work on completing the Specific Charge of the Faculty Senate Executive; namely, to “continue the process, begun in 2002-2003, of evaluating the appropriateness of the Conflict Resolution Policy (CRP) approved by the Staff Assembly and present changes necessary to propose it for faculty use.” The Committee studied both the University’s CRP and the Faculty Grievance Policy (*TCU Handbook for Faculty and Staff* 2003-2004, pp.35-39), reflected on relevant minutes from prior Faculty Senate meetings in which the CRP was discussed, and met with Shari Barnes, Director of Employee Relations and Conflict Resolution Facilitator for TCU, to discuss pros and cons of the existing policy.

As a result of these deliberations, the Committee proposed that the Faculty Senate vote to amend the existing CRP so that it would explicitly include faculty. While the amended CRP was not intended to supercede the existing Faculty Grievance Policy in the *Handbook*, it was proposed as a way of augmenting that policy for certain types of disputes. While the grievance policy in the *Handbook* adequately covers issues related to faculty promotion and/or tenure as well as issues regarding institutional decisions, it has not proved to be an effective resource for addressing disputes between individuals. Since the CRP was developed primarily to resolve work-related problems between individuals and, since a large number of disputes had been successfully mediated utilizing this policy, there was a strong case for adopting it as long as it could be amended to include faculty as well as staff. Moreover, since very few disputes had reached the level of peer review, the CRP already had a proven track record of resolving disputes before they mushroomed into larger problems.

The Faculty Senate then approved the Committee’s proposed Conflict Resolution Policy at its December meeting (see TCU Faculty Senate Meeting Minutes, December 4, 2003). Thanks were extended to Senator Mike Sacken and the previous year’s TPG committee for their work on this issue.

Respectfully submitted,

Jack Hill  
Chair, TPG Committee

April 15, 2004