Tenure, Promotion and Grievance Committee

Specific Committee Charges AY 2006-2007

1. Propose or revise the faculty grievance procedure.

2. Report on the activity or outcomes achieved through the faculty conflict resolution policy during the previous academic year.

Standing Committee Charges as of AY 2006-2007

1. Monitor the effectiveness of the University policies on tenure and promotion as set forth by the Faculty/Staff Handbook.

2. Monitor the effectiveness of the faculty conflict resolution process for ensuring due process.

Committee Report:

Charge 1. Propose or revise the faculty grievance procedure.

The committee met several times in addition to the regularly scheduled meetings and developed a draft of a new tenure and promotion appeal policy. The latest draft has changed from the first draft circulated in March in positive ways with significant feedback from interested faculty and an initial review by the Deans. However, the committee still needs to have discussions with the Deans and would appreciate further feedback from faculty.

The latest draft is attached along with three items: a roadmap for the new policy, FAQs about the new policy, and an interpretive guide to the current policy that the new policy is to replace.

The committee is not ready to present the new policy to the Senate for action at this time. The committee has made significant progress this year on a difficult issue and has developed what it believes to be a very workable new policy that will greatly improve the sometimes difficult process of tenure or promotion appeal. However, some significant work still remains to be done before the final version of the new policy can be presented to the Senate for action. To continue the momentum achieved on this important issue, committee members have volunteered to work on further development of this draft policy over the
summer permitting more time for a thorough discussion with all concerned. We recommend that the Provost solicit committee volunteers willing to work with members of the Provost’s council over the summer to further refine this working draft. The first charge of the Faculty Senate TPG Committee for the 2007/08 academic year is to bring a final version of the draft policy to the Senate for action

**Charge 2.** Report on the activity or outcomes achieved through the faculty conflict resolution policy during the previous academic year.

Attached is a spreadsheet that summarizes both faculty and staff activity under their respective conflict resolution policies. Because the Faculty Conflict Resolution Policy (CRP) parallels the staff system and was designed with many of the features of the staff system, outcomes associated with both systems are provided for comparison. The *faculty* CRP was implemented in October, 2006. We have data available from October, 2006 through March, 2007. Six years of data are now available for the *staff* system running from October, 2000 through September, 2006.

The faculty CRP appears to mirror the pattern of contacts/mediations/peer reviews as the staff system. Specifically, for the six month period between October 1, 2006 and March 31, 2007, the combined faculty and staff conflict resolution systems yielded 250 contacts, 20 mediations, and 1 peer review. Sheet 4 within the attached spreadsheet provides a graphical summary of activity for the six months of Staff & Faculty CRP experience *combined* (Year Ending = 7) and six years of Staff CRP experience (Year Ending = 1 through 6). Anecdotally, Shari Barnes, Conflict Resolution Facilitator for both the Faculty and Staff CRPs reports that these data are conservative. Moreover, she reports that a number of informal mediations of faculty disputes are taking place.

In addition to the faculty CRP beginning operation in the fall of 2006, the TCU Human Resources Department continues to offer both *Crucial Conversation* and *Crucial Confrontation* dialogue training for faculty and staff.

C.A. Quarles

Chair, TPG committee