

MSP Executive Board Meeting Notes - October 11, 2017

8:45 a.m. - 10:00 a.m., Campus Center Room 805-09

Board Members Present: Joya Misra, Dave Gross, Louise Antony, Lisa Henderson, Chris Couch, Marc Liberatore, Randy Phillis (Presiding), Eric Berlin, Ellen Lutz, Jim Smethurst, Christine Turner (Notes), Clare Hammond, William Diamond, Sigrid Schmalzer, Kevin Young

Staff Members Present: Emily Steelhammer, Lori Reardon

1. Minutes from 5/10, 9/13, 9/27 - approved
2. New Bully Policy - Randy described initial bullying policy and process and problems with it. Bullying Oversight Board voted this summer to abandon original procedures and develop new one. A definition of bullying has been adopted, where none existed in initial policy. New process will start with investigation by two people from pool of highly trained people. Investigators will individually interview complainant, respondent and some witnesses to determine if problems exist. If problem is with two parties, they will suggest a remedy with timeline for issues to be addressed. If problem is wider, they will recommend investigation of department. Follow-up interviews will be conducted. If problem persists, investigators will present evidence to 3 person panel, with additional review steps and potential consequences. Also, Bullying Oversight Board recommends to Chancellor of need for a Employee Relations Department to support employee/employer interactions with training, etc.
Randy asked for volunteers to serve as investigators. Questions about workload of serving in this capacity and compensation for it. Randy acknowledged this is an issue, as well as potential abuses of system. Discussion of definition and possible modifications. New procedures will be announced in the next couple of weeks.
3. All-in conversation reports - Emily has created form for people to report on their conversations
(https://docs.google.com/forms/d/e/1FAIpQLSdVUbkGgA7IW4A4MQXf7tqiUEWSkNrXQZ2bNwR1Owb-VjUpZA/viewform?usp=sf_link). Sigrid has spoken with 6 people who are all enthusiastic about the union. Joya has had responses from people who say they cannot do anything more. Goal is to establish connections and collect data. We need people to provide feedback form link to those who are having conversations and encourage them to complete form. Also need

coordination between those who are having conversations so we don't duplicate efforts and outreach.

4. Department visit feedback - Dave said two messages are that faculty governance challenge from previous provost was serious and that anomaly process is screwed up. Eric reported concern that staff are teaching required courses in one department, redistribution of resources from faculty to administration, requirement for minimum office hours. Louise was asked about details of ballot initiatives.
5. Emily distributed sign-up form to collect signatures on petitions for higher minimum wage and paid family medical leave.