

NU Faculty Senate

Faculty Rights & Responsibilities Committee Report 2017-2018

Submitted by Jennifer Cole, FRR Committee Chair, on July 2, 2018

The FRR Committee communicated over skype and email to discuss several issues related to the proposals from the Provost's Office for revising the Faculty Handbook. Policy proposals from the Provost's Office were shared with the FRR committee, and we returned comments, questions and recommendations to Karen Halverson Cross in the Provost's Office. In addition to written communication, FRR Committee Chair Jennifer Cole together with the Handbook Committee Chair Lois Hedman met several times in person with Karen Halverson Cross, Associate Provost Andrea Bueschel and other members of the Provost's team working on policy revision. Revised proposals based on our committees' input were shared with the entire Faculty Senate and further input was provided to Karen Halverson Cross. This process of review by the FRR Committee and the Faculty Senate was completed for two policy items (marked "completed" below), resulting in the adoption of revised policy statements. Review of the Faculty Discipline and Appeals Process is ongoing, and will be the first item on the FRR Committee's agenda for AY 2018-2019.

In addition to issues related to the Faculty Handbook, the FRR Committee discussed the matter of the University Ombuds program. The Committee solicited updates from Senate President Robert (Bob) Hariman and Associate Provost Andrea Buesche, but very little information was received. Implementation a new Ombuds Program seems to be stalled in the Provost's Office at this time. Some members of the FRR Committee are in communication with Bob Hariman about the formation of a broader based working group that would take a more active role in advocating for and monitoring implementation of the Ombuds Program. The FRR Committee will carry over this item of business to their 2018-2019 committee agenda.

Summary of issues discussed by the FRR Committee this year:

- Policy on Harassment and Non-Retaliation [completed]
- Policy on Sexual Misconduct [completed]
- Faculty Discipline and Appeals Process [ongoing]
- University Ombuds program [ongoing]

In addition to the above issues, where the FRR took a primary role in providing input and recommendations to the administration, the FRR also consulted with the Faculty Handbook Committee on the proposed Handbook revision of the policy on Disruption and Demonstration

The following item was on the FRR agenda for 2017-2018 but was not discussed. It will be carried over to 2018-2019:

- The committee needs to address Internet privacy concerns that have arisen at the University amidst recent technological changes and should develop guidelines to address the concerns of the faculty on this issue insofar as this might come to bear on professional use of Internet-based communication and interaction.