

## **I. FACULTY WELFARE AND PRIVILEGES COMMITTEE Mission Statement:**

This committee is charged to develop and review general policies in the areas of reappointment, dismissal, faculty evaluation and appraisal, academic freedom and other areas of personnel policy and conditions of faculty employment, and to prepare recommendations concerning such policies for transmission to the Trustees through the faculty or its Senate, and through the President of the University, in accordance with Trustee Bylaws.

This committee is charged with jurisdiction over faculty complaints which are not grievances as defined in the Collective Bargaining Agreement. Procedures for mediation and hearing of complaints are detailed in the FWP Termination and Complaint Procedures which were approved by the University Faculty Senate on 12 January 2015 and are maintained in the office of the University Faculty Senate.

The committee's decisions on complaints are presented as advisory opinions to the University Provost.

This committee shall consist of seven faculty members, one of whom shall be designated chair and one of whom shall be an assistant professor.

Nothing in the charge to this committee shall be interpreted as overriding the Collective Bargaining Agreement or the laws of the State of Delaware governing collective bargaining. (Rev. 1/23/15)

<http://facultyhandbook.udel.edu/handbook/13-standing-committee-system-faculty-and-its-senate>

## **II. Complaints v. Grievances**

**Grievance:** an allegation of a violation of an explicit provision of the CBA, or an explicit policy (CBA, Articles 8 & 17.1). AAUP.

**Complaint:** an allegation of any other kind of violation of a policy or practice. FWP.

<http://facsen.udel.edu/Sites/FWP%20Cte/FWP-Policy-Final-Version-As-Amended-During-January-12-2015-Faculty-Senate-Meeting.pdf>

**III. Committee prerogative on petitions:** by majority vote, the committee decides whether a preliminary complaint warrants committee action (jurisdiction, seriousness, lack of harm...), except for Intent to Terminate cases, where the faculty member has a right to a hearing.

- Mediations.
- Hearings: two kinds (separation & complaint).