

Committee on Committees

New Committee/ Change in Committee Proposal

Type of Action:

_____ New Committee

_____X Change in Existing Committee

Description of New Committee or Change in Existing Committee:

Current Charge:

The duties of the mediators are stated in the Faculty Grievance Policy. The mediators are responsible for administering the policy as appropriate.

Proposed Charge:

The mediators committee is an advisory committee to facilitate the work of all the qualified mediators in the University, both faculty and staff, as they carry out their functions as specified in the following policies: Conflict Resolution Policy for Staff - 10/1/2000, Conflict Resolution Policy for Faculty - 5/24/2005, and Faculty Appeal Policy - 4/1/2010. (See: pp. 66; 39-40; and 40-47 respectively, of the *Handbook for Texas Christian University Faculty & Staff, 2011-12*). The committee, comprised of qualified mediators in the University, will meet periodically to review processes/procedures, discuss mediation challenges, arrange for advanced training, and recommend changes as needed.

SUPPORTING EVIDENCE (including proposed membership such as number of members, representation in terms of schools, departments, gender, age, expertise, etc.):

The Faculty Grievance Policy no longer exists; it has been replaced by the Faculty Appeal Policy adopted 4/1/2010.

An advisory committee of six members, three faculty and three staff, should be appointed by the Chancellor, per the recommendation of the Faculty and Staff Committees on Committees. Members must be qualified mediators. The co-chairs will be one faculty and one staff member who will convene meetings of qualified mediators as necessitated by circumstances. Oversight remains with the Provost, with the liaison being the Director of Employee Relations. The chairs will request a list of active mediators during the academic year from the policies' facilitators to be forwarded to the Provost for acknowledgement.

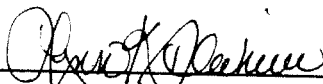
ADDITIONAL RESOURCES REQUIRED (such as space, equipment, etc.):

Costs for training 3 mediators each year. The Provost will budget for this expense.

Potential costs for bringing speakers for additional training. The Provost has agreed to cover the expense.

Attached is a memo from the Provost agreeing to provide these resources.

Submitted by:

Signature:  _____

Name: Lynn K. Flahive

Title: Chair, Mediators Committee

Date: September 30, 2011

Approved 5-15-07