

**A comparison of the Senate Conflict Resolution Policy (SCRP, drafted on 11-17-03) with the current Task Force Conflict Resolution Policy (TCRP, revised on 4-26-05) document**

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Note: Current TCRP reflects changes recommended by the Provost Council on 4-13-2005 and the Faculty Senate Tenure, Promotion & Grievance Committee on 4-20-2005.

**COMPARISONS BETWEEN THE TWO DOCUMENTS:**

NOTE: SCRП = “old” document

TCRP = “current” document

**Document title?**

SCRП: Proposed Faculty Conflict Resolution Policy.

TCRP: Conflict Resolution Policy for Faculty.

**Who is covered?**

SCRП: Staff & Faculty.

TCRP: tenured and non-tenured Faculty only.

**Who administers the policy?**

SCRП: Human Resources.

TCRP: Academic Affairs.

**Who serves as the Conflict Resolution Facilitator (CRF)?**

SCRП: Policy unclear, could be staff CRF or could be faculty member.

TCRP: Staff CRF will serve under the CRP for Faculty.

**How are time limits defined for moving between the steps in the process?**

SCRП: working days.

TCRP: business days during the academic calendar. Outside of the academic calendar (e.g., during summer months), the parties and/or mediators may, if necessary and after consultation with the CRF, extend the time limits of the process.

**Who makes decision of whether a conflict can be mediated?**

SCRП: Staff CRF makes the decision in consultation with parties.

TCRP: Staff CRF makes the decision in consultation with a member of the TCU Mediators Committee.

**What are mediator qualifications?**

SCRP: Must be meet standards of Title 7, Chapter 154 of Texas Civil Practice & Remedies Code.

TCRP: Must receive 40 hours of training in compliance with Title 7, Chapter 154 of Texas Civil Practice & Remedies Code.

**Who may serve as a mediator?**

SCRP: Faculty and Staff trained mediators.

TCRP: Faculty and/or Staff trained mediators after consultation with disputants by CRF.

**Who serves on Peer Review Boards?**

SCRP: staff, faculty, and administrators.

TCRP: faculty and administrators.

**Are Peer Review Board sessions recorded?**

SCRP: Yes.

TCRP: No.

**How is the peer review process initiated?**

SCRP: Unclear as to who initiates the 3<sup>rd</sup> step of the CRP.

TCRP: Either party may request peer review (step 3) by notifying the Conflict Resolution Facilitator.

**Is a member of HR staff required at Peer Review hearings?**

SCRP: Yes.

TCRP: No.

**Does step 4 of policy (appeal of dismissal decision to Chancellor) apply to all parties using the policy?**

SCRP: No, step 4 applies only to staff covered under the policy, but not faculty.

TCRP: No & Yes; No, for all tenure and promotion related conflicts that lead to the termination of a tenure-track faculty member. By definition, step 4 does not apply to tenure-track faculty.

Yes, for any dismissed, non-tenure track faculty member (e.g., instructors, professors of professional practice). They, only, have access to step 4 of the Conflict Resolution Policy for Faculty.