

REPORT FOR THE UNIVERSITY SENATE

University Senate Committee: Faculty Personnel Committee & Academic Staff Personnel Committee

Brief History of Issue - why the issue is being considered:

-The FASRP is largely silent on the reporting of bias issues, particularly in the areas of informing relevant faculty and academic staff about such incidents in a timely manner.

Points Discussed by Committee:

-Substantial discussion of the timelines and deadlines contained within this motion
-Questions regarding the opinion of the UW System legal staff

Pros of Recommendation:

Cons of Recommendation:

Technology/Human Resource Impact:

-Changes to the FASRP
-Possible additional workload for Academic Affairs, the Affirmative Action office, and Student Affairs to meet the reporting deadlines.

Committee Recommendation:

Amend the FASRP in Part III, Article 5 Section D to add Bias Incident Reporting Requirements.

Amend III.5.B.4.d and III.5.C.4.c to include language mandating faculty and academic staff be informed if they are being investigated for a bias complaint.

MOTION FOR THE UNIVERSITY SENATE

The University Senate Faculty Personnel Committee by a vote of 7 for to 0 against on December 3, 2019 and The University Senate Academic Staff Personnel Committee by a vote of 4 for to 0 against on December 3, 2019

Recommends that the following additions be made to the FASRP:

III.5.D (Joint Personnel Policies and Procedures page 131)

10. Bias Incident Reporting Guidelines

a. All bias incidents reported to the university administration involving student conduct shall be investigated by the office of the Dean of Students

- 1. In the case of a reported student bias incident in which the Dean of Students office determines there is a reasonable safety concern for the student or others, the Dean of Students office shall inform the student and report that concern to the provost and the academic deans as soon as possible and within 24 hours of the determination to commence the bias investigation.**
- 2. The provost and academic deans shall inform the faculty and academic staff working within proximity to the student as soon as possible and within 24 hours of the notification from the Dean of Students.**
 - a. Faculty and academic staff working in proximity to the student(s) shall include all of the course instructors for which the student(s) are enrolled, the student(s) faculty and ARCC advisors, and all faculty and academic staff that supervise the student(s) in any non-academic roles.**
- 3. The provost and academic deans shall have primary responsibility to provide guidance to the faculty and instructional academic staff regarding procedures for handling issues of attendance, grading, or other instructional issues that may arise as a result of the investigation.**

b. All bias incidents reported to the university administration regarding the behavior of faculty or academic staff shall be investigated following the procedures outlined in sections III.5.B.4.d and III.5.C.4.c, respectively. (US 12/19)

III.5.B.4.d (page 78)

Faculty: Equal Opportunity/Affirmative Action Complaints or Grievances

Complaints or grievances having to do with discrimination or harassment based on race, religion, creed, color, sex, gender identity or expression, ancestry, national origin, age, marital status, sexual orientation, disability, veteran's status, membership in the military forces, arrest or conviction record, political affiliation, and all categories protected by law are handled through the Affirmative Action Office. **If the Affirmative Action Office determines the complaint or grievance warrants investigation, the faculty member being investigated shall be informed of the commencement of the investigation within 72 hours of the determination to commence the investigation. (US12/19)**

III.5.C.4.c (page 110)

Academic Staff: Equal Opportunity/Affirmative Action Complaints or Grievances

Complaints or grievances having to do with discrimination or harassment based on race, religion, creed, color, sex, gender identity or expression, ancestry, national origin, age,

marital status, sexual orientation, disability, veteran's status, membership in the military forces, arrest or conviction record, political affiliation, and all categories protected by law are handled through the Affirmative Action Office. **If the Affirmative Action Office determines the complaint or grievance warrants investigation, the academic staff member being investigated shall be informed of the commencement of the investigation within 72 hours of the determination to commence the investigation.**
(US12/19)

Implementation Date: January 2020 publication of the FASRP

Signed: Geoffrey Peterson
Chair of the Faculty Personnel Committee

Signed: Robert Bell
Chair of the Academic Staff Personnel Committee

Send to: University Senate Office