

MEDIATION COMMITTEE ANNUAL REPORT, 2008-2009

Prepared by: Casey Jordan, Chair
Date of Submission: May 10, 2009

I. Committee Members/Representing:

Joan Palladino (PS)
Ruth Gyure (A&S)
Casey Jordan (A)
Marjorie Steinberg (PS)
Pete Algarin (LCC)
D.L. Stephenson (A&S)
Margaret Murray (A&S)

II. Meetings:

The Committee met one during the academic year on April 15, 2009 (2:00 p.m. in Science Building room 218) . Though there had been communication with committee members via email during the academic year, it was decided that there was no need to meet on a regular basis unless an employee termination issue was raised. During the spring semester, a meeting was called by the chair to review the bylaws and orient new members to the mission and purpose of the committee.

At our meeting on 15 April, a quorum was present and new members were welcomed. During this meeting, the following was observed and recommended by the Committee:

- The mediation by-laws were accessed in the current Faculty Handbook available on the WCSU website, and it was found that the minor changes to the Mediation Committee by-laws that were submitted to the Faculty Senate by the Medication Committee at the close of 2008 have yet to be reflected in the Faculty Handbook because it has not yet been officially updated. In the interest of reiterating the minor changes to ensure their inclusion in the next Handbook update, the recommended changes are once again included with this year-end report (see next page) for reference.
- Committee Members were briefed on the importance of neutrality and immediacy in their mandate, and reminded that the Committee may be called upon without advanced notice at any time to serve its purpose. Emphasis on an ability to be fair and impartial and maintain confidentiality was communicated and acknowledged by all committee members. Though the Committee may be latent most of the time, it was noted that when “activated” in an Employee Termination and Appeals matter, Committee members must take their role seriously and work diligently to facilitate communication and any possible solutions. All members present voiced an ability and interest to fulfill that mandate.

- At members' request, the Chair agreed to disseminate professional mediation training reading material to Committee members so that all members can have a basic understanding of the mediation process and be prepared to participate if called upon in the future.
- The Chair indicated that she was not submitting her name for committee election in the coming year, and that it was incumbent on the Committee members who would remain during the 2009-10 academic year to call a meeting and elect a new Chair. Margaret Murray agreed to initiate the first meeting in the fall 2009 semester so that a new Chair can be elected to oversee further Committee business.

III. Miscellaneous Business:

The Committee reviewed the existing by-laws and reconfirmed that the only amendment to be recommended is a modification of Section II, paragraph A:

Current by-law language

Three (3) teaching AAUP faculty members and three (3) alternates elected from the AAUP membership for overlapping two year terms by the AAUP Faculty. In each group of three, no more than one may be from any one of the three schools or from the Librarians/Counselors/Coaches group.

The committee recommended the following language be changed in Section II (Membership) of the bylaws to reflect the addition of the new WCSU school of Visual and Performing Arts in subsection (A) 1, and that a typographical error in subsection (B) be fixed :

Recommended Modifications

II: Membership

(A): *Three (3) teaching AAUP faculty members and three (3) alternates elected from the AAUP membership for overlapping two year terms by the AAUP Faculty. In each group of three, no more than one may be from any one of the **four** schools or from the Librarians/Counselors/Coaches group.*

(B): Members of the **Medication** (sic) Committee...

Should read: Members of the **Mediation** Committee....

In 2008, the Committee had unanimously voted to submit the proposed corrections and modifications to the Faculty Senate at the close of the 2008 academic year for inclusion in the 2008-2009 Faculty Handbook.

On April 15, 2009, the Committee once again unanimously voted to have the Faculty Senate include the above-listed modifications for inclusion in the 2009-2010 Faculty Handbook.

V. Summary

There being no further business of the Committee during the 2008-09 academic year, no further meetings took place after 15 April 2009.

Respectfully submitted,

Casey Jordan, Ph.d.

Dr. Casey Jordan, Chair
WCSU Mediation Committee