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Questions to be addressed by FCFA on the report of the Task Force

I. PRELIMINARY PROCESSES

A. In General

- 1. Should the present process be amended, as proposed by the Task Force, to begin with a "probable cause" investigation that would result in a recommendation to the Provost as to what adjudication process to pursue, if any? yes
- 2. Does the APA require a preaction due process hearing? ← irrelevant

B. Sexual harassment or other discrimination complaints

- 1. Should the Office of Human Rights still conduct the investigation and facilitate informal dispute resolution where appropriate? ✓ yes
- 2. Should the mandate of the HRO be changed so that any investigations of ~~sexual harassment~~ ^{sexual harassment} complaints ~~would~~ ^{of formal complaints}:
 - a. include no recommendation as to discipline or termination? ✓
 - b. be submitted to the Office of the Provost for a decision as to further consideration by the faculty adjudication process? ✓
 - c. Should a central administrator (perhaps the Provost's office) serve as the decision maker in sexual harassment complaints that are investigated by the HRO as to whether there is sufficient basis for a complaint to go forward to an adjudication body? (?)

C. Scientific or scholarly misconduct cases

- 1. Should scientific or scholarly misconduct cases involve a preliminary investigation by the dean to assess "probable cause" for submission to the Office of the Provost, who would then submit a positive decision to the formal process of the faculty adjudication process? ✓

II. ADJUDICATION PROCESSES

A. Mediation/conciliation

- 1. ^{should} Should mediation/conciliation be ~~mandatory~~ ^{mandatory} or voluntary prior to further consideration by an adjudication process? ✓
- 2. ~~Should~~ ^{should} mediation be ~~encouraged~~ ^{offered} at every stage of the grievance process? ✓
^{by well-trained neutral & in a neutral env.}
 Should there be a fundamentalist approach, calling for every case to go first to mediation, then to BAPs then if necessary to the formal process? meow
- 3. Should the Office of the University Ombudsman oversee the mediation program as contained in Chapter 27 of the Faculty Code?
- 4. Should there be an established "office of mediation?"

[Handwritten box around items 3 and 4]

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