

Faculty Peer Conflict Resolution Group

Chris Gabler
Faculty Senate President
Faculty Senate Meeting
10 December 2024

Purpose and Expectations

- Provide advice regarding problems or conflict resolution
- Provide mediation for conflict resolution
 - Collaborate with faculty ombuds
- Provide support and information to address faculty problems
 - What are the correct offices to petition, people to ask, rules to consider?
- Provide an anonymous channel to the ombuds or other parties
- Provide advice and support if a formal grievance is filed (procedural, etc.)

Membership

- 12-15 members
- 1-year terms, renewable for up to 3 years
 - Mandatory gap year after a 3-year term
- Qualifications
 - All faculty, including non-tenure track, but confirmed by senate (or FSEC)
 - Maximum 50% administrative load
 - Petitioners will have oversight over advisor selection if concerned about
- Representation
 - Every college
 - All ranks
 - TT, professional faculty, clinical faculty, lecturers, other NTT titles

Safeguarding privacy and confidentiality

- Pool size
- Confidentiality pledge and/or contract
- Mandatory training for confidentiality
 - Good resource: Office for Advocacy and Violence Prevention
<https://www.utrgv.edu/oavp/>
- Informal, in-person meetings with minimal paper trail
 - Need an offline method for petitioners to reach out
 - Any reporting will be anonymized & aggregated (nonpersonal information)
- Anonymous voting and communication
- The same features also safeguard against retaliation

Name?

- ~~FARCE – Faculty Advising to Resolve Conflicts Equitably~~
- PARCC - Peer Advising to Resolve Conflicts Confidentially
- Committee for Conflict Resolution and Grievance Avoidance