I. Call to Order

II. Devotion & Prayer

III. Introduction of New Faculty Member

IV. Business
   A. Approval of Minutes of 11 November 2005
   B. Action Item from Academic Senate Executive Committee:
      Outside the Major Department (OMD) Unit Requirements
   C. Action Item from Faculty Council: Faculty Grievance Procedures
      Handbook Change, Section 2.10, 2.10.1, 2.10.2*

V. Provost's Perspective: 5:00 p.m.

Faculty Christmas Dinner
5:30 p.m.
Founders Room
r.s.v.p. to Ginny Murray (6007)
OMD

Modified Proposal

To encourage academic breadth, sixty (60) of the total units must be taken outside the major department.

a. For all majors, required courses outside the major department may be counted in the 60.
b. For interdepartmental majors, courses taken outside the department of highest concentration may be counted.
c. The department is defined according to catalog prefix (PSY, BIO, etc.)
d. For cross-listed courses, units are counted according to the prefix under which the student registers for the course

Background

At the October 14 faculty meeting, the Executive Senate was charged with developing a modified OMD policy. The above result reflects:
1. The faculty’s charge to the Executive Senate and the discussion, such as it was, at the October 14 forum and the October 14 faculty meeting.
2. The outcome of the faculty survey on OMD policy.
3. Multiple hours of discussion and debate by the Executive Senate.

As should be clear from the prefacing statement, the policy is intended to encourage breadth while not strictly enforcing it. The following statements reflect the philosophy behind the policy.
1. A department should neither require for graduation nor advise in such a way that more than half of a student’s course work will be within a single department. (This is relaxed slightly by requiring only 60 units outside the major department.) It should be noted that the “Wheaton Model”, while satisfying the first part of this requirement, fails the second.
2. Subject to the previous restriction and the General Education requirements, students should be allowed to “spend” their outside units in whatever way they choose.
3. In particular, it is the Executive Senate’s position that using the OMD units to pursue a second major, while perhaps not providing the broadest of disciplinary exposure, constitutes sufficient breadth.

Ancillary to the OMD policy itself, the discussion of Executive Senate hopes for three behaviors within our community.
1. When functioning as advisors, faculty should support the Liberal Arts nature of Westmont by encouraging students to take a broad range of courses.
2. When making modifications to major requirements, departments should keep clearly in mind the fact that the department is situated within a Liberal Arts institution.
3. The Review Committee is charged with carefully guarding against the proliferation of catalog prefixes.
Grievance Procedures

Proposed Language:

2.10 Procedures for Resolving Grievances

No matter how good our intentions may be, conflicts will arise. Complaints and minor conflicts can often be worked out between parties (with or without intervention). Faculty members are encouraged to try to resolve conflicts informally (for helpful guidelines in resolving conflict, see Faculty Advices and Queries).

Sometimes, however, a conflict or complaint actually constitutes a grievance against individuals or the institution (e.g., an interpersonal conflict that has polarized colleagues, or the belief that a policy has been unjustly applied). For some grievances, the Faculty Handbook provides recourse in other sections (see, for example, sections 2.6.1 for procedures regarding harassment; 2.2.4.1 for non-performance of contract; and 2.2.4.2 for violation of contract).

If the grievance is one for which there is no other/particular provision for recourse in the handbook, a faculty member may file a petition with Faculty Council. The petition will identify the issue and will set forth in detail the nature of the grievance, presenting any factual or other data the petitioner deems pertinent to the case. In acting upon a petition, the Faculty Council may:

a) refuse to review the case until other efforts at reconciliation and resolution have been attempted;
b) review the case and declare the grievance to be without merit;
c) review the case, declare the grievance to have merit and seek resolution; if resolution is not forthcoming then the Council may bring the matter to an executive session of the faculty;
d) for reasons of conflict of interest, decide that an ad hoc committee should be constituted to review the case.

Vertical line indicates text that is unchanged from the original.