Section 10. Professional Relations Committee

A. Purpose: The Professional Relations Committee (PRC) serves as a peer venue for addressing conflicts that arise between faculty that have the potential to diminish collegiality or otherwise compromise the quality of the work environment College of the Redwoods faculty can reasonably expect. The PRC uses the Interest-Based Approach (IBA) to problem solving and provides a safe, fair, effective setting in which faculty can voluntarily seek resolution to conflicts at the lowest organizational level. The PRC does NOT replace or interfere with the complaint processes established by the Office of Human Resources or with complaint processes established by the CRFO (i.e. grievance), nor does it serve as a venue for addressing legal conflicts among faculty (e.g. harassment) or conflicts between faculty and the Redwoods Community College District.

B. Membership: The Academic Senate Co-Presidents serve as co-chairs of the Professional Relations Committee. All other committee members serve on an ad hoc basis and will be selected and appointed by the Senate Executive Committee. The committee shall consist of the following members:

1. Co-Chairs: Academic Senate Co-Presidents.
2. Process Facilitator: one full-time faculty member who is trained or expected to be trained in the Interest-Based Approach (IBA) to problem solving.
3. One faculty member not in the same discipline as any of the faculty seeking assistance from the Professional Relations Committee.
4. The faculty members seeking assistance from the Professional Relations Committee.

C. Process: Any full-time or part-time faculty member can request the assistance of the PRC by contacting either of the Academic Senate Co-Presidents or the Academic Senate Administrative Support Staff Person. The following steps will then be followed:

1. The Senate Co-Presidents will determine if the problem is appropriate for the PRC.
2. If the Co-Presidents determine the problem is not appropriate for the PRC, then they will advise the faculty member who requested the assistance of the PRC about what venues are more appropriate to address the problem.
3. If the Co-Presidents determine the problem is appropriate for the PRC, then they will contact the other faculty member(s) who may be directly affected by the problem to determine whether or not the faculty member(s) is interested in using the PRC to assist in an effort to address the problem.
4. If the faculty members directly affected by the problem do not share interest in exploring resolution via the PRC, then the Academic Senate Co-Presidents will suggest possible alternative venues to address the problem and the process ends.
5. If the faculty members directly affected by the problem share interest in exploring resolution via the PRC, then the Academic Senate Administrative Support Staff Person will convene a meeting of the PRC.
6. The PRC will use an Interest-Based Approach (IBA) to problem solving and will be led by a trained peer faculty facilitator.
7. The PRC will attempt to create a mutually-agreeable resolution to the problem.
8. At the conclusion of the IBA process, all records and notes of the PRC’s activity and conversation will be destroyed.
9. All conversations of the PRC are strictly confidential and participation is voluntary.