

Comparison of Grievance Processes (9/17/08)

New Pilot Process	Old Pilot Process	Current UMSL/MUST/UMKC Process
Grievance submitted to Grievance Resolution Panel . (2 tenured faculty and 1 administrator)	Grievance submitted to Co-Chairs (2 faculty)	Grievance submitted to Chancellor. Chancellor appoints an Academic Grievance officer, usually a member of the Provost’s office.
GRP decides whether grievance meets definition of a grievance.	Co-Chairs decide whether grievance meets definition of a grievance.	Hearing Panel (formed later) decides if grievance meets definition of a grievance.
Attempts at informal resolution or mediation required prior to filing grievance. GRP may mediate settlement at any stage.	Mediation strongly recommended after grievance filed.	Chancellor appoints individual to attempt informal resolution (45 days).
GRP meets with grievant and person against who the grievance is directed.	Investigating officer meets with grievant and person against who the grievance is directed.	
GRP appoints a respondent.	Investigating officer appoints a respondent.	Chancellor appoints a respondent.
		If no informal resolution reached, a hearing panel is chosen from pool of 30-60 faculty (3 yr rotating term) – Half chosen by Chancellor, half chosen by Council. Grievant and Respondent allowed to strike 3 names each from list. Academic Grievance Officer and Faculty Council ask 5 of remaining names to serve on Hearing Committee. Notified by letter and may decline, requires alternates.
Grievant and Respondent write one statement each only	Grievant writes 3 statements and respondent writes two statements	Grievant submits written statement of the grievance and desired remedy to chairperson of Hearing Committee who shares this with the respondent.

<p>GRP begins investigative stage and collects evidence it deems relevant and central to the grievance. Cooperation with discovery mandated for university employees and students.</p>	<p>IO begins investigative stage and collects <u>all</u> evidence requested by grievant and respondent. Cooperation with discovery mandated for university employees and students. Once accepted by co-chairs, grievance cannot be dismissed and full process must conclude, with no ability to dismiss grievance based on merit (Note: there is no judging of merit allowed by co-chairs upon acceptance; acceptance is based on definition and timelines only).</p>	<p>The grievant and respondent collect and provide their own materials to support their case to the Hearing Committee at least 72 hrs before the hearing. Cooperation with discovery not mandated.</p>
<p>GRP may mediate settlement at anytime or dismiss unwarranted grievance.</p>	<p>IO may mediate settlement with cooperation of administration when monetary issues involved, but cannot make decisions regarding validity of grievance.</p>	<p>Hearing Committee decides validity of grievance. Can dismiss grievance.</p>
	<p>Co-chairs convene hearing panel of five faculty from 30 possible faculty on the Grievance Committee.</p>	
	<p>All collected materials presented to Grievance Hearing Panel for review, and the Grievance Hearing Panel meets, reviews and discusses all materials, conducts a hearing and deliberates.</p>	<p>Hearing Panel reviews all documents from grievant, respondent and chancellor. May meet with grievant and/or respondent as well as other invited parties.</p>
<p>GRP makes recommendations to chancellor with suggested remedies.</p>	<p>Grievance Hearing Panel makes recommendation to chancellor with suggested remedies.</p>	<p>Hearing Committee reports its findings and makes recommendations, including suggested remedies to the chancellor.</p>
<p>Grievant has 15 days to accept or appeal the GRP decision.</p>		
<p>Chancellor has 30 days to act on, or respond to, GRP decision and or the appeal, if any.</p>	<p>Chancellor has 70 days</p>	<p>The Chancellor shall make a determination within a reasonable time (~30 days). If not practical the grievant and respondent shall be so informed and should also be informed of the approximate date when the decision will be made.</p>

Chancellor may accept, reject GRP findings and modify remedies.	Chancellor may accept, reject Hearing Panel findings and modify remedies.	Chancellor may accept, reject Hearing Panel findings and modify remedies.
Decision of Chancellor is final.	Decision of Chancellor is final	Decision can be appealed to President
Failure of chancellor to respond results in findings and remedies of GRP being final.		
Grievant agrees to no legal action related to the grievance upon acceptance of chancellor/GRP decision.		
Non-acceptance of chancellor/GRP findings removes all remedies favorable to the grievant.		
Full process takes 135 days (90 + 15 + 30 for chancellor decision).	Full process requires from 320 days (Most have taken longer).	Should take 180 days (Most have taken longer).
Creates FC Oversight Committee to monitor and report on process, actions of GRP/chancellor.	Co-Chairs officially responsible for report to FC	
Faculty Council Oversight Committee monitors implementation of any remedies provided.		
OC committee's report is evaluative and summative	Co-Chairs report is summative only	Chancellor-appointed academic grievance officer reports summative status of grievances filed or in process from previous years.