

## **Grievance Resolution Panel Oversight Committee Report** AY 2012-2013

Committee Membership: Joe Parcell (Chair, FC representative)  
J. Wilson Watts  
Gayle Johnson  
Edward Blaine  
Thomas Mawhinney

**Summary:** This past year the Grievance Resolution Panel Oversight Committee membership was appointed to five grievances (three grievants) and one grievance is currently on-going. Four grievances closed with resolve. In at least one of the instances the conflict was deemed not grievable by the panel and conflict mediation was recommended.

Two issues that the Grievance Oversight Committee observed during this academic year:

- 1) The Oversight Committee realized the need for a standardized summation form of procedural observations during the grievance.
- 2) An oversight committee member serving on multiple grievances involving the same grievant.

Recommendations:

- 1) A report form (see attached) was created and used by the Oversight Committee.
  - a. The Committee agreed that less information is better than more information, unless a procedural concern requires documentation.
  - b. The Oversight Committee Chair will file each report with the Chair of Faculty Council.
- 2) Faculty Council may wish to create a web portal for listing Oversight Committee membership (committee of Faculty Council, not a Campus Committee).
- 3) Faculty Council (and IFC) may choose to revisit CR&R oversight committee language regarding (CR&R 370.010 C.11.b.i):
  - b. OC monitoring of individual grievances:
    - i. A member of the OC will be appointed to each grievance case following receipt of the Grievance Filing Form by the GRP. OC members will rotate grievance case membership unless a conflict of interest is identified.
- 4) Outgoing Committee Chair and New Chair initiate an orientation session for committee members.