

Report of Grievance Process¹

(See reverse side for a list of process related factors to observe)

Oversight Committee to the Campus Grievance Resolution Panel

Oversight Committee Member(s): _____

Timeframe: _____

¹ Oversight Committee members refer to CR&R section 370.01.C.11 for information on the role of the Oversight Committee Members. The report will not reveal any substantive information concerning grievances including but not limited to supporting materials, specific findings, and identifying information about any participant. The Oversight Committee member will report only on process and procedural failures in the grievance process, on concerns with the grievance process, and on opportunities for improvement in the grievance process. The report will NOT include information related to monitoring of remedies. Each Oversight Committee report will be made available to all members of the Oversight Committee, and annually all individual reports will be compiled for a report to the Faculty Council or Faculty Council Executive Committee. If the grievance is resolved, at any time, without process failure, then the Oversight Committee Member should simply state "Resolved without Process Failure."

Below is a set of thoughts the Oversight Committee member will want to review throughout the grievance process. Comment only if a process issue arises and/or a better process is identified.

Grievance Resolution Panel (GRP)

- Was the grievance filing form sufficient?
- Was the process effective by which grievant may submit relevant evidence and/or attachments?
- Was the process effective by which grievant may request GRP to gather additional relevant information?
- Was the process effective by which grievant must demonstrate he or she has attempted to resolve the complaint prior to filing?
- Was the process effective by which grievant must file grievance within 180 days of incident from which grievance arose?
- Was the GRP composition of two faculty members and one administrator effective?
- Was the process effective by which the GRP met with the grievant?
- Was the process effective by which the GRP met with the person against whom grievance is directed?
- Was the grievance process clear as to rights of the individuals involved? (examples of rights below)
 - The grievant and respondent have right to an attorney.
 - An advisor is permissible and advisor must be a current MU employee.
 - The respondent may request the GRP collect additional information.
- Was the process effective by which the GRP can investigate and gather evidence from other relevant individuals?
- Was the process effective by which the GRP can receive the cooperation of campus administration?
- Was the process effective by which the GRP can consult University Legal Counsel, if necessary?
- Was the time frame sufficient for which the GRP has three months from initial grievance filing to render findings and recommendations?
- Was the process effective by which the GRP provides written tentative findings to both parties, provides an oral summation and allows for rebuttal?
- Was the process effective by which an appeal of the GRP findings can be presented?
- Were there any other procedural or process issues that you identified that were not included in the list above?
- Were any of the issues identified above brought to the Oversight Committee as a whole for discussion?