

Proposed Amendment to Faculty Council Rules of Order

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Submit as:

Section 7 Special Rules

Subsection E Procedure for appointing Grievance Resolution Panel (GRP) and Grievance Oversight Committee (GOC).

E. As the GRP and GOC are not part of the regular campus committee process, and are also appointed by faculty council, the following procedure should be used to vet candidates from the faculty at large:

1. To replace members rotating off the committee or to fill vacancies left by resignations, Faculty Council will send an announcement to the faculty-at-large asking for a short CV or Bio, and a short paragraph or statement as to why the faculty member would like to serve in this capacity.
2. The executive council or a subcommittee appointed by the faculty council chair will review the candidates and choose the best people to fill the position, recommending these to the entire faculty council for a vote.

Rationale:

From the Collected Rules for the GRP:

1. Grievances shall be addressed by a standing GRP consisting of a senior administrator and two or four tenured faculty members:
 - i. Two models for the GRP are possible and the model employed by each campus, as well as the number of GRP members, will be determined by the Chancellor in consultation with Faculty Council/Senate.
 - (a) Model A: Two or four GRP faculty members (plus 2 alternate faculty members) will be chosen by the Faculty Council (FC) or Faculty Senate (FS) after consultation with the Chancellor or Chancellor's designee, via an application process designed by the FC or FS.
 - (b) Model B: The GRP will consist of two panels, each with two or four tenured faculty members and two alternate faculty members. Faculty will be chosen by FC/FS as described in Model A. above.

Our Campus employs model A.

From the Collected Rules for the GOC:

1. Oversight:
 - a. There will be a Faculty Council/Senate Oversight Committee (OC), whose purpose will be to monitor the Grievance process as neutral observers and provide feedback on the process to the Faculty Council or Faculty Senate, the faculty and the Provost's and Chancellor's Office.
 - i. The OC will consist of 3-5 tenured faculty appointed by Faculty Council or Faculty Senate for up to three year staggered terms.
 - ii. Chair of the OC will be a member of the Faculty Council or Faculty Senate.

The proposed rule would codify the current practice of the last five years. The rationale for conducting a search similar to a search committee is that the process is independent of the regular committee selection process, and this process allows faculty council to get the best possible candidates, preferably those that already have experience with faculty governance issues.