

Resolution 2005-1. Amending the *Faculty Code of University Government As It Relates to the Duties of the Faculty Grievance Committee.*

The General Faculty resolves:

Section 1. Section 4-8 of the *Faculty Code of University Government* is amended to read as follows:

“§ 4-8. Faculty Grievance Committee. (a) The Faculty Grievance Committee consists of ten elected members, and is structured to represent faculty of all ranks. Three of the members are elected at the time they hold the rank of professor or librarian, three at the time they hold the rank of associate professor or associate librarian, three at the time they hold the rank of assistant professor or assistant librarian or general librarian, and one at the time he or she holds a fixed-term appointment. A member’s promotion in rank during a term of office shall not terminate his or her membership. One professor or librarian, one associate professor or associate librarian, and one assistant professor or assistant librarian or general librarian are elected each year. One person holding a fixed-term appointment is elected every third year.

“(b) The committee is authorized to hear ~~mediate~~, and advise with respect to the adjustment of grievances of all persons designated as members of the Faculty by the *Trustee Policies and Regulations Governing Academic Tenure* and those librarians who are members of the General Faculty. The power of the committee is solely to hear representations by the persons directly involved in grievances, to ~~mediate~~ facilitate voluntary adjustment by the parties, and to advise adjustment by the administration when appropriate. Advice for adjustment in favor of an aggrieved faculty member may be given to the chancellor only after the dean, department chair, or other administrative official most directly empowered to adjust it has been given similar advice and has not acted upon it within a reasonable time.

“(c) As to members of the General Faculty, grievances within the committee’s jurisdiction include matters directly related to a faculty member’s employment status and institutional relationships within the University, except for those within the jurisdiction of the Faculty Hearings Committee or arising from the termination of an administrative appointment.

“(d) As to graduate students or others who have teaching duties, grievances within the committee’s jurisdiction include only those which meet all four of the following conditions: (1) they arose in connection with the grievant’s teaching duties, (2) they raise a question of academic freedom, (3) the dean or chair with immediate responsibility for the grievant has no authority to fashion an appropriate remedy, and (4) there is no other appropriate grievance procedure.

“(e) No grievance may be considered except on the basis of a prior written statement of its nature by the aggrieved faculty member, and until determination is made that an unsuccessful attempt has been made by the faculty member to resolve it with the administrative official most directly concerned.

“(f) The committee may act as a whole or, by designation of the chair, in panels of two or more, for the consideration of particular grievances. It may promulgate rules of procedure for its

operations. When promulgated, these rules shall constitute the exclusive formal procedures for the adjustment of faculty grievances herein described. No formal appeal procedure shall be provided.”

Section 2. This Resolution shall become effective upon adoption.