ACTION ITEM: Revision of Faculty Grievance Committee Policies and Procedures

BACKGROUND INFORMATION:

- Two committees of the UNCG Faculty Senate address various faculty personnel matters – the Due Process Committee and the Faculty Grievance Committee.
- Some faculty members, including faculty senators, have expressed the opinion that the existing faculty grievance policy is unclear in defining which committee is responsible for hearing grievances that arise from the denial of promotion when such denial is not accompanied by a denial of tenure.
- The recently revised Promotion, Tenure, Academic Freedom, and Due Process Regulations (approved by President Ross on April 4, 2011), define the duties of the Due Process Committee as follows:
  - The Faculty Committee on Due Process hears all cases concerning nonreappointment, denial of promotion when that denial accompanies nonreappointment, and cases of “serious sanctions,” and only these cases. Other grievances, including cases of denial of promotion where that denial is not accompanied by nonreappointment, are heard by the Faculty Grievance Committee.
- For consistency with these Regulations, the proposed Faculty Grievance Committee Policies and Procedures have been revised to clearly separate its jurisdiction from that of the Due Process Committee. The proposed revisions were made in consultation with Vice Provost Alan Boyette, University Counsel Steven Serck, and the chairs of the Due Process Committee and Faculty Grievance Committee, and were endorsed by the Faculty Senate and the Chancellor. The proposed revisions consist of adding the following language to the Faculty Grievance Committee Policies and Procedures, as well as other minor edits made solely for clarity of content:
  - In accordance with its charge in the UNC Policy Manual, Section 101.3.2 II b, UNCG assigns all grievances that arise from the denial of promotion where that denial does not also involve discharge or termination of employment to the Faculty Grievance Committee.

RECOMMENDED ACTION:

That the Board of Trustees of The University of North Carolina at Greensboro approve the enclosed revisions to the Faculty Grievance Committee Policies and Procedures.

David H. Perrin
Provost and Executive Vice Chancellor