

**FACULTY SENATE GOVERNANCE COMMITTEE**

***Proposed Amendment to Faculty Senate Resolution 0623,  
"Resolution on Proposed Changes to the  
Grievance Procedure for Faculty"***

The Governance Committee proposes the following be amended to Resolution 0623:

**To be added to Section VIII. D. 13 (new text underlined):**

VIII. The Judicial Review Board

D. Procedures of the JRB Panels

13. In the absence of compelling circumstances the chair, within 15 working days of the close of the hearings, shall send the JRB panel's report to the chancellor, the grievant, the respondent, and the JRB. This report shall contain a specific recommendation of relief or no relief. In the event of undue delay on the part of the JRB panel, all materials pertaining to the grievance shall be returned to the JRB, which shall review the case and submit a report within 10 working days.

The JRB shall rule on procedural matters identified in the Employee Handbook and/or the Faculty Association Contract, whichever is pertinent to the grievance. Each panel member must vote to sustain or dismiss the grievance – no abstentions. The panel decision may include the following remedies: a) dismiss the grievance because there was no violation or the procedural violation(s) was (were) deemed trivial; b) procedural violation(s) was (were) substantial enough to warrant additional time to work toward promotion and tenure; c) procedural violation(s) was (were) substantial enough to warrant promotion and tenure.

**To be amended to Section VIII. D. 15 [replaces previous (underlined) sentence, "A 4-1 vote or better by the JRB panel, either for or against the grievant, shall be considered binding"]:**

15. The chancellor shall make a decision based on the JRB's report, supporting documents, and in cases where the chancellor chooses to review the testimony, the tape recording of the hearing. Unless both parties are present, the chancellor shall not entertain any new information. The chancellor shall refrain from consulting with either party to the grievance prior to making a decision on the JRB's recommendation. A decision by a 5-member JRB panel shall be binding on the chancellor: a) with a vote of 4-1 or better for tenure decisions; )b with a simple majority for decisions other than tenure.