

March 24, 2010

To: Members of the Faculty

From: Bob Kolesar, Chair, Faculty Handbook Committee

Subject: Report on Handbook Amendment to Enlarge the Grievance Pool

The Faculty Handbook Committee at its meeting on February 3, 2010 drafted an amendment to the Faculty Handbook to increase the Grievance Pool from 10 to 14 members with 7 being elected each year for a two-year term. The Committee held four open hearings on the amendment. Feedback from these open hearings was all positive. Subsequently, the Faculty Handbook Committee, at its meeting on March 17, voted to recommend a vote in favor of the amendment.

In accordance with the amendment procedures in Part Five of the Faculty Handbook, the amendment is being presented to the Faculty at the Faculty Meeting on March 24, 2010 along with the Committee's recommendation.

Proposed Amendment: To increase the grievance pool from 10 to 14 members with 7 being elected each year for a two-year term.

That Part One Sec. IV, C. 3. read as follows:

3. Composition: Five Faculty members to be drawn by lot from a pool of fourteen members elected at large from the Faculty. Seven will be elected each year for a two-year term. Simultaneous membership in this pool and the pool for the Faculty Board of Review is prohibited.

Reasons for the amendment:

1. In discrimination grievances, both the Faculty member and the charged party have the right to challenge one member of the Committee. In the case when there is more than one charged party, it is possible that all five members could be challenged. If there are only 10 members in the pool then one would use up the entire pool in creating a Grievance Committee or possibly be unable to form a Grievance Committee. Enlarging the pool will make the last possibility unlikely. See the Interpretation of the Faculty Handbook (Discrimination Grievance) in Appendix P of the Faculty Handbook for more information.

2. A larger pool will lower the chances for a faculty member having to serve on more than one Grievance Committee simultaneously.

Alternatives Considered:

Enlarging the pool to more than 14 members was considered, but rejected due to the possible difficulty in finding enough Faculty members to run for election.

Results Expected:

If the proposed amendment passes and is approved by the Board of Directors, then The Faculty Council Committee on Elections will need to hold elections to bring the Grievance Pool up to 14 members.

If the proposed amendment does not get the required majority of Faculty eligible to vote, then the Grievance Pool will stay at ten Faculty members with five being elected each year for two year terms.

A majority of the Faculty eligible to vote is required for passage of the amendment. The Faculty Handbook Committee encourages every member of the Faculty to vote on this amendment and recommends a vote in favor of the amendment.

Members of the Faculty Handbook Committee: Dwight Hahn (PO), Bob Kolesar (Mt/CS), Sheila McGinn (RL), Marcy Milota (Lib), Dianna Taylor(PL), Brenda Wirkus(PL).