

March 10, 2017 – Attachment A

Motion to approve revisions to the Faculty Bylaws, Article VI, Section 1. – Andrea Munro (Chemistry), Governance Committee. FIRST READING

Whereas, the Faculty Constitution Article VI, Section 1 states that, “The faculty shall, in consultation with the president and subject to the approval of the Board of Regents, establish procedures for hearing the grievances of a member or members of the faculty.”;

Whereas, PLU adopted Grievance Policies and Procedures that established a University Dispute Resolution Committee to address conflict and resolve grievances involving students, faculty, and staff in September 1997 that were last updated July 2014; and

Whereas, the grievance procedure that appears in the Faculty Bylaws does not currently include the University Dispute Resolution Committee as an option for faculty members,

*Resolved*, that the Faculty Bylaws Article VI, Section 1 be revised as presented in Attachment A.

Changes to the Faculty Handbook are indicated using <b>bold</b> to signify additions or changes and <del>Strikethrough</del> to indicate deletion.
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## Article VI. - GRIEVANCE, DISCIPLINARY, AND DISMISSAL PROCEDURES

### section 1. Grievance Procedure

A. ~~The~~**Any** faculty member who feels that he or she has cause for grievance **and who wants to formally resolve that grievance** ~~should first seek a remedy through normal administrative channels. If this proves unsatisfactory, the faculty member may then petition either the Conciliation Committee or the University Dispute Resolution Committee (See point b below) for redress. The faculty member may petition either of these committees to hear the grievance. Once either committee has agreed to hear the grievance, that committee’s judgment may not be appealed to the other committee. If after reviewing the materials provided the committee decides that the grievance has no basis, it shall so notify the petitioner. If the committee feels that further investigation is needed they may seek additional materials from one or more of the parties. If at the end of further investigation the committee decides that the grievance has no basis, it shall so notify the petitioner. Otherwise the committee shall seek in the light of all the pertinent facts to bring about a settlement of the issue satisfactory to the parties. If within a period of thirty days (or a longer period acceptable to all parties) the committee reaches the opinion that a settlement is not obtainable, it shall arbitrate the points in dispute. The committee shall report its arbitration decision to the president and the petitioner. Within thirty days of receipt of that decision, the president and the petitioner shall notify each other and the committee of their acceptance or rejection of it. If either rejects the committee’s decision, he or she may appeal to the Board of Regents within thirty days of that rejection.~~

~~B. The Conciliation Committee of the faculty shall consist of the chairs of five standing committees as follows: Campus Life, Educational Policies, Faculty Affairs, Governance, and Rank and Tenure. The chair of the Rank and Tenure Committee shall act as initial convener of the committee. At its initial meeting the committee shall elect a chair and a secretary.~~

- 1. The Conciliation Committee of the faculty shall consist of the chairs of five standing committees as follows: Campus Life, Educational Policies, Faculty Affairs, Governance, and Rank and Tenure. The chair of the Rank and Tenure Committee shall act as initial convener of the committee. At its initial meeting the committee shall elect a chair and a secretary.**
- 2. If any one or more of these Conciliation Committee members is judged an interested party in a case by the remaining members of the Conciliation Committee, the committee represented shall replace that person during consideration of that case.**
- 3. If, after reviewing the materials provided, the committee decides that the grievance has no basis, it shall so notify the petitioner. If the committee feels that further investigation is needed they may seek additional materials from one or more of the parties. If at the end of further investigation the committee decides that the grievance has no basis, it shall so notify the petitioner. If the committee determines there is a basis for investigation, they shall consider the pertinent facts and seek to bring about a settlement of the issue satisfactory to the parties. If within a period of thirty days (or a longer period acceptable to all parties) the committee reaches the opinion that a settlement is not obtainable, it shall arbitrate the points in dispute. The committee shall report its arbitration decision to the president and the petitioner. Within thirty days of receipt of that decision, the president and the petitioner shall notify each other and the committee of their acceptance or rejection of it. If either rejects the committee's decision, he or she may appeal to the Board of Regents within thirty days of that rejection.**
- 4. In cases in which problems of inadequate or unclear policy are found, the Conciliation Committee shall inform the faculty in writing not of names or other details of the case but of all issues of policy and procedure and shall give its recommendations on corrections.**

**C. Information about the University Dispute Resolution Committee and the university's Grievance Policy and Procedures can be found in the Personnel Manual.** ~~If any one or more of these Conciliation Committee members is judged an interested party in a case by the remaining members of the Conciliation Committee, the committee represented shall replace that person during consideration of that case.~~

~~D. In cases in which problems of inadequate or unclear policy are found, the Conciliation Committee shall inform the faculty in writing not of names or other details of the case but of all issues of policy and procedure and shall give its recommendations on corrections.~~