

REPORT FOR THE UNIVERSITY SENATE

University Senate Committee: Faculty Complaint, Grievance, and Termination Review Committee (FCGTRC)

Brief History of Issue - why the issue is being considered

FASRP, Part III Article Four, Section B-2-a (p. 34) is currently used to clarify the number of the committee members. It reads:

2. Faculty Complaint, Grievance, and Termination Review Committee

a. Membership: The committee includes **18 tenured members** of the faculty, elected at large by the faculty, to serve three-year terms (**six elected each year**). The committee shall meet to elect a chair and vice-chair at the beginning of each academic year. (2/18)

The FCGTRC proposes to make two changes.

- 1) Change “18 tenured members” to “**15 tenured members.**”
- 2) Change “six elected each year” to “**five elected each year**”

We are proposing these changes because it has gotten increasingly hard to find candidates for the committee members in the recent years. For example, it was only in early October 2019 when the Senate was finally able to elect the last member, even though the nomination process had started in Spring 2019. We attribute this issue to the decline in the number of tenured faculty members on campus.

Note that this committee relies heavily on its subcommittees to do most of the work. In other words, when someone files an official complaint, grievance, or termination review request, a subcommittee of five members are chosen and conduct an in-depth investigation. The number of the cases that came under the FCGTRC’s attention in recent years are about 0-2 per year. Thus 15 members should be able to carry out the duties of the committee.

Points Discussed by Committee:

1. The recent challenges in the nomination process.
2. The committee’s duties as seen in the FASRP.

Pros of Recommendation: The membership of 15 would make the nomination process easier without compromising the quality of the work this FCGTRC does.

Cons of Recommendation: None

Technology/Human Resource/Workload Impact: None

Committee Recommendation: The committee approved the changes to the FASRP.

MOTION FOR THE UNIVERSITY SENATE

The University Senate Committee: Executive Committee

by a vote of 15 for to 0 against on December 3, 2019 (Date)

Recommends the following changes to FASRP, Part III Article Four, Section B-2-a (p. 34).

2. Faculty Complaint, Grievance, and Termination Review Committee

a. Membership: The committee includes ~~18~~**15** tenured members of the faculty, elected at large by the faculty, to serve three-year terms (~~six~~ **five** elected each year). The committee shall meet to elect a chair and vice-chair at the beginning of each academic year. (2/18, **US 12/19**)

Implementation Date: Upon publication of the January 2020 FASRP

Signed: _____
Chair of the Committee

Send to: University Senate Office