

**Review and Planning Committee
Minutes for Sept. 29, 1999**

Present: Baker, Becker, Cabe, Norton, Odell, Pence, Pristash, Rohn, Schuurman. Jonathan Hill attended as a contributing visitor.

MINUTES for the September 22nd meeting were approved with 2 minor revisions.

DISCUSSION OF THE CURRENT STATUS OF THE GRIEVANCE PROCEDURE was precipitated by a memorandum sent to the committee by the President, who could not attend this meeting. He had a different recollection of an agreement made at the last meeting than the minutes we approved. The committee spent much time during the approval of minutes determining which reading accurately reflected events, but also contemplated what the President's memorandum meant for the current status of the grievance procedure. The committee decided that the Chair should write the President, state the committee's understanding as reflected in the minutes and seek clarification about where this left the current status of the grievance procedure going into the board of regents meeting.

APPEALS PROCESSES AND REFORMED GRIEVANCE PROCEDURES: One member of the committee brought a list of questions meant to provoke thinking about principles that could inform deliberations about appeals and grievance processes. We found them useful and decided that he should revise them slightly and distribute them to committee members, who in turn would distribute them to the faculty.

The committee then turned to a consideration of a model for grievances and appeals that the Dean had created. We decided to address the less contentious matter of appeals first.

DEVELOPING CONSENSUS AND PERSPECTIVES ON APPEALS AND GRIEVANCE PROCEDURES:

Members found themselves favoring a standing committee over an ad hoc one. We are leaning toward having a single committee hear both appeals and grievances, though we want more faculty feedback on that. Our draft idea for the composition of this committee would have it consisting of 3, generally elected faculty and an alternate, and with members being broadly representative. We see appeals involving decisions affecting appointment status, rank, and tenure. Grievances involve matters relating to the condition of a faculty member's employment at the College that are not covered by established appeal, dismissal, termination, or harassment processes. We have held off deciding whether choosing to pursue an appeal or grievance precludes pursuing the other as well. We agree that appeals and grievances should provide first for an opportunity to mediate differences. We are currently only discussing appeals by tenured and tenure-track faculty, and will later consider appeals by term contract and terminal contract faculty. We discussed how the primary remedy in the case of an appeal is reconsideration of the decision. The remedy might include admonitions about how individuals have been handling the process but may not include a reversal of a decision by the appeals committee. We decided to consider next week what kind of evidence would be permissible in an appeal.

The meeting was then adjourned.

Respectfully submitted,
Matt Rohn