



February 18, 2009

To: Faculty Senate

From: Missouri S&T Personnel Committee

C. Sotiriou-Leventis, Chair

S. Balakrishnan

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Re: Revised Pilot Grievance Procedure

On April 8, 2005 the Board of Curators approved a pilot grievance procedure, added to the Collected Rules and Regulations as section 370.015, for faculty on the University of Missouri-Columbia campus. The procedure was to serve as a pilot grievance process for the University of Missouri-Columbia, instead of 370.010, for a period of three years, at which time the campus was to review and share the results of the review with the other campuses so that all four campuses could use the information derived from the pilot to craft a common grievance procedure for all campuses for consideration by the Board of Curators by the end of the 2007-2008 academic year. Subsequently, on April 4, 2008, the Board of Curators approved an extension of the Columbia campus pilot procedure for one calendar year to allow the MU Faculty Council to recommend changes to the pilot grievance process based on the campus experience with it, and for the other campuses to review the changes with the ultimate goal of producing a single faculty grievance policy for all four campuses. The MU Faculty Council has recommended a substantially revised pilot grievance procedure for faculty that was developed by an Ad-Hoc committee and approved by the Faculty Council and general faculty of the campus. The UMKC Faculty Senate has voted to participate in the revised pilot.

The revised pilot procedure varies from the initial pilot by attempting to streamline the process with the goal of reaching a decision within 90 days from 320 days; attempts to make an informal resolution more likely by creating a Grievance Resolution Panel including two faculty members and a high-level administrator to replace the current 5-person faculty committee; does away with the position of Investigating Officer permitting the Grievance Resolution Panel to directly collect and evaluate evidence and administration; imposes limits on the use of grievance materials for discovery purposes during the pendency of the grievance; and establishes an Oversight Committee appointed by the Faculty Council to monitor the overall process and report back to Faculty Council.

At the request of Chancellor Deaton and Interim Chancellor Morton and the Columbia and Kansas City campuses, Interim Vice President for Academic Affairs Graham recommends that the revised section 370.015 be adopted as a pilot for a period of three calendar years for the Columbia and Kansas City campuses while changes are being reviewed by the other two campuses. During that time the faculty grievance policies can



receive the full review process with the ultimate goal of producing a single faculty grievance policy for all four campuses.

The Personnel Committee recommends to the Faculty Senate to approve the participation of the Missouri S&T campus in the Revised Pilot Grievance Procedure that is faster and less convoluting than the current one. Although the Personnel Committee sees some challenges with regards to the Revised Pilot Grievance Procedure, such as the small number of members (only 3) in the Grievance Resolution Panel including the recruitment, training and workload of these persons (appointed for a three-year period), the Personnel Committee, however, believes that by participation of our campus to the revised Grievance Procedure, Missouri S&T will be in a much better position to recommend changes to the Pilot Grievance Process based on the campus experience with it at the end of the three year period (2011).