Oversight:

There will be a Faculty Council (Senate) Oversight Committee (OC), whose purpose will be to monitor the Grievance process as neutral observers and provide feedback on the process to the Faculty Council or Faculty Senate, the faculty and the Provost’s and Chancellor’s Office.

The OC will consist of 3-5 tenured faculty appointed by Faculty Council or Faculty Senate for up to three year staggered terms.

Chair of the OC will be a member of the Faculty Council or Faculty Senate Executive Committee.

OC monitoring of individual grievances:

A member of the OC will be appointed to each grievance case following receipt of the Grievance Filing Form by the GRP. OC members will rotate grievance case membership unless a conflict of interest is identified.

The OC representative will sit in on all GRP deliberations and will be copied on all correspondence. If during deliberations, the OC member has process or procedural concerns, the member may raise the concerns with the GRP, without the grievant or respondent or any other parties present.

The OC representative is an observer: The OC representative may not participate in the deliberations or rendering of findings and recommendations by the GRP.

GRP requests for extension of the 3-month timeline shall be made to the OC. The OC committee shall rule on such requests within five days from the receipt of the request.

The OC representative shall not discuss the ongoing grievance with anyone, including other OC members, except any information necessary to the OC committee decision regarding time extension requests from the GRP.

At the close of each grievance case, the OC representative shall present to the other OC members a summative and evaluative report of that particular case. These reports will not reveal any substantive information concerning grievances including but not limited to supporting materials, specific findings, and identifying information about any participant.

OC monitoring of the grievance process:

The OC will continually monitor the overall grievance process.

On a yearly basis the OC shall present a summative and evaluative report to Faculty Council or Faculty Senate Executive Committee, the Provost and the Chancellor.

The OC will monitor the implementation of remedies resulting from the final grievance decision by communication with relevant parties, and in cases in which remedies are not being implemented the Faculty Council or Faculty Senate Executive Committee will be notified.