Remarks on:

Procedures Governing Faculty Grievances/ Promotion and Tenure Appeals Procedures

Senate President Sarah Shin charged the Executive Committee with reviewing Faculty Grievance procedures to ensure the procedures were in alignment with best practices established by peer universities and effectively provided protection of faculty rights. We worked to ensure that we were compliant with laws, regulations, and USM and UMBC policies.

A subcommittee was formed consisting of Professor Anna Rubin, then Senate VP Jessica Pfeiffer and myself. We worked in close consultation with Associate Provost for Faculty Affairs Pat McDermott and Bobbie Hoye from the Office of Legal Counsel. Our group built upon the past work of an ad hoc committee chaired by Jim Grubb that had created a first policy draft in 2013-2014.

First we surveyed our standing policies and a range of policies from peer institutions and system univerities, such as University of Pittsburgh, University of Arkansas, Georgia Tech, Towson, and College Park.

It became clear from the first meetings that a significant update would be required to bring our procedures into alignment with best practices. There was much work to be done in building protections when reviewing *highly confidential personnel* issues.

Our first major action was to separate processes pertaining to **Promotion and Tenure Appeals** from **Faculty Grievance Procedures**.

We took this course of action because the **P&T Appeals** process is engaged in *highly confidential personnel* matters. To maintain confidentiality the Committee drafted a strictly focused review and recommendation process with a direct line of reporting to the University President. We also constructed a very exacting timetable, to make the process accountable to the appellant and University.

You will note that the **Grievance Process** is also carefully defined and states exclusions that are otherwise covered by existing UMBC or USM policies. Again we have designed a process with integrity in mind, a strict timetable, and consistent lines of confidential fact-finding and reporting.

Both the **Promotion and Tenure Appeals** and the **Faculty Grievance Procedures** have been designed to clearly guide and protect grievants and appelants, the faculty hearing the case, and faculty associated with the case.

This draft policy was also **vetted line by line** with the Executive Committee, we have worked closely with University Counsel and we share it with you now as an **information item**. Please return to your colleagues and carefully consider the structure and substance of each policy.

It's been clear in carrying out this work that our faculty need an updated, robust and legally sound set of grievance and appeals processes. The members of the Executive Committee would appreciate your review and input on these policies and procedures.