

Boulder Faculty Assembly
Executive Committee
Motion to Establish a BFA Grievance Advisory Committee
BFA-X-M-031708.1

WHEREAS when a faculty grievance arises on the Boulder campus, both the faculty member and those in decision-making roles benefit from a process that permits these matters to be addressed in a consistent, fair, and timely manner; and

WHEREAS there is at present no campus-level faculty-based advisory agent;

THEREFORE, the Boulder Faculty Assembly moves:

The Boulder Faculty Assembly shall establish a Grievance Advisory Committee with the authority and responsibilities described below.

Boulder Faculty Assembly Grievance Advisory Committee

Membership

The Grievance Advisory Committee shall be composed of three to five (3-5) tenured members of the faculty elected annually by the Boulder Faculty Assembly and the Associate Vice Chancellor for Faculty Affairs designee, who shall serve as an *ex officio* member.

Responsibilities

1. The Committee shall advise faculty members on the appropriate venue and procedure for hearing their grievances, requirements for initiating a grievance, and campus resources available to resolve concerns informally.
2. The Committee shall monitor campus grievance processes, ensuring that established procedures are followed consistently and that adjudication of grievances occurs in a timely manner. A member of the Committee shall be assigned as a liaison to each grievance panel hearing a grievance, providing informal procedural guidance for the panel's work.
3. The Committee shall periodically assess the efficiency and effectiveness of grievance procedures and, if appropriate, recommend changes to the Boulder Faculty Assembly.
4. In extraordinary circumstances in which existing grievance procedures are either inadequate or inappropriate for a particular grievance, the Committee may recommend to the Boulder Faculty Assembly the creation of an *ad hoc* grievance committee to hear the grievance and make a recommendation to the appropriate administrator.
5. The Committee shall provide members to serve on a unit grievance committee when requested by the unit, as for example, in the case where a unit is too small to constitute a grievance committee from its own faculty, or when there are substantial concerns that the unit grievance committee cannot handle the grievance impartially.

Impartiality

The Committee shall be an impartial body and shall not act as an advocate for either grievant or respondent.

Not an Appeal Body

The Committee shall focus on the consistent and fair application of grievance procedures. The Committee shall neither hear appeals of grievances nor otherwise substitute its judgment for the judgment reached as the result of existing grievance procedures.

From BFA Ad-Hoc Grievance Process Committee: March 17, 2008
Approved by the BFA Executive Committee: March 17, 2008
Notice of motion to the BFA: April 3, 2008
Approved by the BFA: May 1, 2008