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Revision Suggested for Revised Faculty Grievance Procedures

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Revision Suggested for Revised Faculty Grievance Procedures

Submitted by Debra Sabia

11/1/2004

Motion:

Amend to add a second sentence to Section A, No. 5 of the Revised Faculty Grievance Procedures that reads..."Faculty members whose contracts have been terminated will, nonetheless, be able to pursue the grievance procedures outlined above through the Faculty Grievance Committee."

Rationale:

Currently the faculty grievance process is not open to those who allege violations of established procedures in the termination of their contracts. The inability to access the FAC process increases the likely number of appeals made directly to the Board of Regents. We should encourage and provide access for faculty to avail themselves of Georgia Southern's established grievance procedures before they consider taking their case to the BOR.

Response:

2/9/2005: Finally, Dr. Clara Krug, Chair of the Faculty Grievance Committee (FGC), completed the charge of having the FGC address the concerns raised by Senator Debra Sabia in her motion of 11-1-04 which sought to add to Section A, #5, of the Revised Faculty Grievance Procedures the sentence, “Faculty members whose contracts have
been terminated will nonetheless be able to pursue the Grievance Procedures outlined above through the Faculty Grievance Committee." Krug polled the FGC’s response to the question: does an individual who is no longer a faculty member have faculty privileges? That is, may he or she file a grievance after the grace period of employment has expired? The result was 8 votes “no” and 1 vote “yes” with FGC members Jeanette Rice Jenkins and Michael Moore not voting. As a result, the revision of the Grievance Procedures is not recommended. Rice Jenkins advised that Senator Sabia could bring her motion up during new business if she desired.

11/8/2004: The Agenda Request of Debra Sabia (CLASS) regarding revision of the faculty grievance procedures was discussed. The SEC had substantial concern about the wording, potential legal issues associated with non-faculty seeking access to faculty committees, etc. A Moore/Fernekes motion referred it to the Faculty Grievance Committee (via their chair, Clara Krug) for discussion and recommendations. The SEC will take the FGC’s recommendations into consideration when they are returned, the date for which was requested to be no later than December 15, 2004. If the SEC, with additional information in hand, approves it as an agenda request, it will be placed on the February, 2005 agenda (the next available meeting.)