



**To:** Dr. Joel Avrin, Faculty President, The University of North Carolina at Charlotte

**From:** Grievance Committee, UNC Charlotte (Drs. Kalpathi Subramanian (Chair), Computer Science, Suzanne Boyd, Social Work, Jay Grymes, Musicology, Drew Polly, Reading and Elementary Education, Christine Richardson, Biology, Charisse Coston, Criminal Justice and Criminology, Carlos Coria-Sanchez, Languages and Culture Studies)

**Subject:** Revisions to Grievance Committee Size

**Date:** February 12, 2020

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The University Grievance Committee has voted unanimously to recommend two revisions to the size of the committee as a whole, as well as the size of the hearing panels it forms to consider grievances:

1. Raise the size of the committee from the present 9 to 12 members.
2. Require a minimum of 4 eligible members of the committee to serve on panels that consider grievance petitions.

The committee recommends these changes, as a result of difficulties faced in scheduling hearings in a timely manner, as well as to provision for members who might be on leave, reassignment of duties, etc. (each elected member currently serves for 4 years). Secondly, the current policy for panel size is the 'majority' of eligible members of the committee. Frequently, scheduling such a large panel, the petitioner, respondent, and support staff becomes a major challenge. Revising the current policy as stated above would help alleviate these problems.

Attached are two documents (Standing Rules, Grievance Procedures) with the proposed changes highlighted for consideration by the Faculty Executive Committee.