

[Sept. 28, 2000]

Information for Item 5 "Grievance Policy Amendments" of the September 28, 2000 Senate/Assembly Agenda

In June the Grievance Advisory Committee made these recommendations:

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2. The jurisdiction of the Grievance Policy is expanded in Section II, Subd. 1, to include emeritus professors. An arbitration case arising under the Grievance Policy held that the term "employees" in the policy did not include emeritus professors. The Committee believes that the relationship between the University and emeritus professors is an important one and that the Grievance Policy should respect emeritus professors' concerns arising from that relationship.

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10. In Section XI, Subd. 6, the term "attorney" has been defined as "a person licensed to practice law in any jurisdiction." The amendment is designed to clarify an issue that arose under the current policy of whether a person with a legal education, but not licensed to practice law, was an "attorney" under the policy.

The relevant proposal texts are:

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Section II. Scope of Grievance Policy.

Subd. 1. Definition of Parties.

A grievance may be filed by one or more faculty, academic professional and administrative, civil service or nonacademic or academic student employees, except employees represented by a labor organization. ~~and UMHC employees.~~ *A grievance may also be filed by a person formerly a member of the faculty currently having emeritus status.* The person filing the grievance is the grievant.

The respondent is the University of Minnesota. The respondent's representative at each phase of the process is identified in this policy. *The policy identifies the respondent's representative in some phases of the policy as the "senior administrator" who shall be the vice president, provost, or chancellor (or the President or his/her designee, if the unit reports directly to the President) for the unit in which the grievant is employed.*

A grievance may not be directed against another employee as an individual.

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Section XI. General Rules.

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Subd. 6. Advocates.

Grievants may be represented by employee advocates throughout the process. If the grievant wishes to be represented by an attorney (*a person licensed to practice law in any jurisdiction*), including an employee advocate who is an attorney, the grievant must promptly inform the UGO and the ~~respondent~~ *University representative*. The University ~~administrator~~ *representative* may be represented by an attorney provided by the Office of the General Counsel, only if an attorney represents the grievant (including an employee advocate who is an attorney), or if the grievant is an attorney.

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Additional amendment for Item 13 "Establishment of the Student Academic Integrity Committee" of the September 28, 2000 Senate/Assembly Agenda

UNIVERSITY SENATE RULES AMENDMENT
Ex Officio Representation

[Note: if the Senate approves the establishment of a Student Academic Integrity Committee, the following Rules amendment will be considered to have been approved and will be inserted in the Senate Rules.]

MOTION:

To amend the University Senate Rules, Article III, Section 2, as follows (new language is underlined; language to be deleted is ~~struck out~~):

ARTICLE III. RULES FOR COMMITTEES OF THE SENATE

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2. Ex Officio members of Senate Committees

Ex officio members shall be appointed from each of the offices listed below and are non-voting positions unless otherwise noted.

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- Student Academic Integrity - Office of the Executive Vice President and Provost (two representative, including the Academic Integrity Officer)

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FRED MORRISON, Chair
SENATE CONSULTATIVE COMMITTEE