



**Review of the University of Maryland College Park Policies and Procedures
Governing Faculty Grievances
(Senate Document #17-18-13)
Faculty Affairs Committee | Chair: Patricio Korzeniewicz**

The Senate Executive Committee (SEC) and Senate Chair Falvey request that the Faculty Affairs Committee review the [University of Maryland, College Park Policies and Procedures Governing Faculty Grievances \(II-4.00\[A\]\)](#).

Specifically, we ask that you:

1. Consult with a representative of the Office of Faculty Affairs.
2. Consult with the Faculty Ombudsperson to better understand the Ombudsperson's role in the adjudication process.
3. Consult with the Executive Secretary & Director of the University Senate.
4. Review similar faculty grievance policies and procedures at Big Ten and other peer institutions.
5. Review the adjudication process outlined in the UMD faculty grievance procedures.
6. Review similar adjudication processes in other university policies (i.e. research misconduct and Title IX).
7. Consider whether the university's adjudication processes should address the following:
 - Restrictions on the type of remedies that are permissible within the grievance process;
 - The timeline for the adjudication process including the various procedural elements involved;
 - The role of legal representation for the parties involved in the grievance process and the faculty hearing board;
 - Limitations on the consideration of the same grievance through multiple university processes;
 - The role of the Ombudsperson in the mediation and grievance procedures;
 - Requirements for confidentiality of the proceedings and findings of a grievance process;
 - Administrative sharing of grievance information between University offices;
8. Consider whether the University's policy should be revised.
9. Consult with the University's Office of General Counsel on any proposed recommendations.

We ask that you submit a report to the Senate Office no later than **March 30, 2018**. If you have questions or need assistance, please contact Reka Montfort in the Senate Office at 301-405-5804 or reka@umd.edu.