

Proposed Revisions to the *Palmetto College Campuses Faculty Manual*
 Palmetto College Campuses Faculty Senate
 University of South Carolina

Brief Title of Proposed Change	Term of Grievance Committee
Committee Proposing Revision	Rights and Responsibilities
Date of Presentation to Senate	November 8, 2019
Senate Approval Date	February 14, 2020

Rationale for Proposed Revisions

Currently the Grievance Committee serves a one-year term. The Grievance Committee consists of faculty who do not serve on local T&P or PCC T&P committees during a given year. This revision clarifies that Grievance Committee will respond to grievances concerning reviews conducted during the year for which that committee was elected.

Summary of Proposed Revisions

The revision clarifies that a Grievance Committee addresses grievances that develop during their term of the committee.

Section and page numbers of the current *Manual* for proposed revisions

Change 1:

Current	Proposed
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<p>p. 3</p> <p>Grievance Committee</p> <p>The Grievance Committee shall consider individual grievances brought before the committee by members of the faculty. The committee shall examine alleged grievances, and when, in the judgment of the committee, a grievance is determined to exist, it shall attempt to resolve the matter through mediation or other appropriate action. This committee shall be comprised of five tenured faculty, one elected from each faculty organization of the Palmetto College Campuses. Individual USC faculty members have the right to grieve any administrative decisions affecting their employment. Grievance procedures are detailed in Appendix IV.</p>	<p>p. 3</p> <p>Grievance Committee</p> <p>The Grievance Committee shall consider individual grievances brought before the committee by members of the faculty. The committee shall examine alleged grievances, and when, in the judgment of the committee, a grievance is determined to exist, it shall attempt to resolve the matter through mediation or other appropriate action. This committee shall be comprised of five tenured faculty, one elected from each faculty organization of the Palmetto College Campuses. Individual USC faculty members have the right to grieve any administrative decisions affecting their employment. Grievance procedures are detailed <u>on page 66. An elected Grievance Committee will hear all tenure and promotion related grievances for candidates whose files were reviewed by the Palmetto College Tenure and Promotion committee elected at the same time. As such, members of the Grievance Committee may have work that extends beyond the usual one year term.</u></p>
<p>p. 68</p> <p>Membership</p> <p>The Grievance Committee shall consist of one representative from each campus, elected by each campus faculty organization. Members must be tenured and may be senators. Members cannot be persons who are serving on the local or Palmetto College Campuses Tenure and Promotion Committee. Committee members shall be elected before the Spring Faculty Senate meeting and will serve for one year beginning at the first Senate meeting of the following academic year.</p>	<p>Membership</p> <p>The Grievance Committee shall consist of one representative from each campus, elected by each campus faculty organization. Members must be tenured and may be senators. Members cannot be persons who are serving on the local or Palmetto College Campuses Tenure and Promotion Committee. Committee members shall be elected before the Spring Faculty Senate meeting and will respond to grievances concerning reviews conducted during the year for which that committee was elected.</p>

4.
Within 10 days of receiving a response from the Provost, the grievant may submit the case to the Grievance Committee. The request for a hearing should be sent to the Chair of the Palmetto College Campuses Grievance Committee in care of the Palmetto College Chancellor.

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Within 10 days of receiving a response from the Provost, the grievant may submit the case to the Grievance Committee. The request for a hearing should be sent to the Chair of the Palmetto College Campuses Grievance Committee in care of the Palmetto College Chancellor, who should deliver this request to the Grievance committee who was elected at the same time as the Palmetto College Tenure and Promotion Committee which reviewed the grievant's tenure and promotion file initially.