

1974

Board of Trustees Ad Hoc Committee December 4, 1974

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UNIVERSITY OF MAINE
BOARD OF TRUSTEES

December 4, 1974
Farmington, Maine

ad hoc committee - Appeals and Grievances

PRESENT: Chairman Susan R. Kominsky, Kenneth H. Ramage. Staff:
Kenneth T. Winters, Mary Ann Haas and George M. Shur.

Chairman Kominsky convened the meeting and the minutes of October 22, 1974 were approved as circulated.

Discussion of Final Report. The Committee discussed the Final Report of the ad hoc Committee on Appeals and Grievances, the Recommended Appointment and Evaluation Practices and the Guidelines for Grievance Procedures for Faculty, Professional and Administrative Staff and Classified Employees.

There was consensus that Section 5 of the Guidelines for Grievance Procedures be revised as follows:

In the same manner, a grievance may be reviewed at other levels of campus administration. If not resolved administratively, a committee of the grievant's peers, established in a manner approved by the President, should be created to review both sides of the grievance, attempt to mediate the dispute if possible, and if resolution is not forthcoming, to report in writing to the President with a copy being given to the grievant. All proceedings before the grievance committee shall be private between the parties involved and the grievance panel except by the unanimous consent of the parties involved and the grievance panel. The committee shall act within the following limits:

Subsection b, which prohibited presence of legal counsel, was deleted.

Revisions in Section 8 were approved by the Committee as follows:

A written appeal from a campus President's personnel decision may be made to the Chancellor within 14 calendar days from receipt of the President's decision. The Chancellor's decision shall be rendered in writing within 30 calendar days from receipt of written appeal. The Chancellor's review of said appeal cases shall be to determine whether proper procedures were followed by the campus. Said appeal shall specify the action appealed from and the reasons for the appeal. If the Chancellor finds that the grievant has been

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substantially prejudiced by a violation of procedure,
he will return the case to the President for reconsid-
eration.

On motion of Mr. Ramage which was seconded, the Committee
unanimously VOTED:

to recommend Board approval of the Final Report
of the ad hoc committee on Appeals and Grievances,
the Recommended Appointment and Evaluation Practices
and the Guidelines for Grievance Procedures for
Faculty, Professional and Administrative Staff and
Classified Employees as amended.

On motion of Mr. Ramage which was seconded, the Committee
unanimously VOTED:

to present the Final Report of the Committee to
the Board of Trustees at its next Public Meeting
and to recommend that the Board discharge the
Committee.

Adjournment.

Janet C. Beaulieu

for
Margaret R. Dexter
Clerk, Board of Trustees