



TO: Regent Laws & Policies Stakeholders
FROM: Michael Lightner, Vice President for Academic Affairs
Maureen Durkin, Director of Academic Program and Policy Analysis
DATE: February 22, 2024
RE: Recommended Updates to Regent Policy 5.G

Proposed Revision to Regent Policy 5.G – Faculty Grievance

Regent Policy 5.G – Faculty Grievance specifies policy and procedures related to the faculty grievance process, including time limits for different steps in the process. Some examples include time limits for a faculty member to file a grievance; for the president or chancellor to refer the grievance to the Faculty Senate Grievance Committee (FSGC); and for the FSGC to share its findings and recommendations after a grievance case is referred to them.

The majority of the references to time limits in the current policy are specified in “business days,” but in five instances, the policy refers to “calendar days.” Four of the calendar day references are in Section 5.G.3(B)(2) – All Other Grievance Filings, meaning any filing that is not about dismissal for cause. The other calendar day reference is in Section 5.G.4(A)(1)(a), which is the section on findings and recommendations for all other grievance cases (again, not about dismissal for cause).

This proposed update seeks to make consistent time limit references in the faculty grievance policy. Because calendar days can fall on days when faculty and university administration may not be working, like holiday breaks or weekends, the proposal is to change the five calendar day references to business days. This change would also be consistent with other parts of Regent Law and Policy. Currently, there are 17 total references to business days (See Article 3.C.1(D) and Policies 5.D, 5.E, and 5.G). Reference to calendar days occurs only five times and those references are limited to Regent Policy 5.G.

In addition, for the five calendar day references in the policy, we are proposing a conversion for the actual number of calendar days specified in the policy to an updated number of business days. Here are the conversions:

- 30 calendar days = 20 business days -- Policy 5.G.3(B)(2)(b) and (c)
- 60 calendar days = 40 business days -- Policy 5.G.3(B)(2)(a) and (d)
- 180 calendar days = 120 business days -- Policy 5.G.4(B)(1)(a)