

**LAS GRIEVANCE COMMITTEE**  
**(changes to LAS Bylaws passed in Fall 2022)**

Under Article IV.D.7:

1. Purview:

a. The Grievance Committee reviews TT and IRC faculty's concerns involving but not limited to disputed personnel, merit, and salary matters brought to it by faculty that are within the jurisdiction of the college. All grievances can be addressed to any member of the Committee. If the concern is outside the purview of the Committee, the grievant shall be directed to the appropriate venue that can handle it. If the case warrants full deliberation, the Committee shall meet and forward its recommendations to the Dean's Office and inform the grievant of its findings. If the grievance is directed at the Dean and if the Dean overrides the Committee's recommendation, the grievant can appeal the Dean's decision to the Office of the Provost for further consideration. The Grievance Committee, like all standing LAS committees, is advisory to the Dean.

2. Structure:

a. The Grievance Committee consists of seven faculty members, three of whom are TT faculty who are elected (one per division), and three of whom are IRC who are elected (one per division). The seventh member (Faculty Advocate) is a faculty member recommended to the Chair by the grievant to serve as an advocate for the grievant and who can speak to the substance of the grievance. The faculty member submitting the grievance may neither sit on the committee to review their own case nor serve as advocate for themselves. The Faculty Advocate must be approved by the committee by majority vote and is not required to attend the committee's meeting about the grievance. Committee members may not serve concurrently on the DRC and DIRC. The Chair is chosen by the Committee and rotates annually.

3. Meetings:

a. This committee meets as needed and shall be called to order upon the request of the Chair or the Dean. All grievances that proceed for deliberation shall be reviewed and decided by this committee within one month of their submission. The Chair will convey the decision of the Committee to the grievant and the Dean, who may ask to meet with the full Committee as well.