**Summary of Proposed Changes to Appendix B of the Faculty Handbook: Mediation and Grievance System**

Major Changes:

1. The new document includes full-time contract faculty.
2. The new document includes procedures for when faculty are alleged to have violated harassment, sexual misconduct, or consensual romantic relationship policies.

Notable changes to individual sections:

1. Introduction

- Items reviewable by the mediation committee are explicitly listed.

- Items reviewable by a tribunal are explicitly listed.

- The definition of faculty includes full time contact faculty in addition to tenure/tenure track faculty.

- A faculty liaison for the processes will be appointed annually. This removes the case by case process and allows for a faculty member to be trained to serve in this role.

- Terms of Mediation Committee members expire August 15 rather than December 31, to correspond to academic year rather than calendar year. Election of Mediation Committee chair is moved from January to the start of each fall semester.

- Process for selection of Tribunal members is changed. Original process was overly burdensome for both parties. Department chairs are explicitly stated as not eligible to serve on a Tribunal.

- Creation of Compliance Tribunals to deal with cases of faculty alleged to have violated harassment, sexual misconduct, or consensual romantic relationship policies. Policies and procedures dealing with the Compliance Tribunals have attempted to be structured as closely as possible to those of the Tribunals, while still in compliance with applicable Federal laws. Federally compliant procedures for cases of faculty alleged to have violated harassment, sexual misconduct, or consensual romantic relationship policies are completely absent in the current faculty handbook.

II. Procedures

- The details of the mediation and tribunal procedures have been expanded to make the process easier to understand and more straightforward to be followed by both parties. All the steps of the processes have been elucidated, and their descriptions expanded. These include explicitly listing the reporting channels for the Mediation Committee, Compliance Tribunals, and Tribunals. Thus, every step of the procedures has been modified or is new in the case of the Compliance Tribunals.

- The Procedures section has been divided into two sections (II. Mediation Procedures and III. Tribunal Procedures).

III. Approval, Modification, and Review

-This section has been eliminated. Modification of Appendix would follow the same policies required for modifying any portion of the faculty handbook. The every third-year review of Appendix B is removed. The rest of the faculty handbook (other than Appendix B) is currently being studies by a task force that hopes to propose changes in 2017-2018 academic year. The task force will be recommending that the entirety of the faculty handbook be reviewed annually.