

## Section I

**Name of Committee:** Academic Professional Grievance Committee

**Submitted by:** Chris Kyselka, Committee Chair

**Date Submitted:** April 17, 2024

**Membership Roster:**

- Chris Kyselka (Chair), The Polytechnic School, Polytechnic campus 2024
- Mimmo Bonanni, Fletcher Library, West campus 2024
- Joseph Buenker, Fletcher Library, West campus 2025
- Alexandra Humphreys, Downtown Phoenix campus Library, Downtown Phoenix campus 2025
- Tara Mospan, Ross-Blakley Law Library, Downtown Phoenix campus 2024

**Overview Narrative:**

The following summarizes committee work accomplished throughout this past year:

Although members were prepared to hear grievance cases, the committee did not receive requests.

## Section II

**Request for Consultations and/or topics reviewed by the committee and outcomes** (topics reviewed by the committee decided not to act/review should be listed here with, no action taken):

Members discussed concerns about the three committee vacancies as of Summer 2023 and agreed that a full committee of seven members was essential. The committee chair reviewed this concern with the Senate President, who indicated his support for an election to fill these vacancies, but nothing materialized. In addition, through informal networks established among committee members, academic professionals were able to participate in the spring assembly elections held in March 2024. Some academic professionals were not apprised of nor furnished with essential election information, demonstrating persistent gaps in disseminating election-related communications. Access to the nomination process and being able to vote are necessary as they have a direct impact on committee membership and effectiveness. Those responsible for the assembly elections should ensure that these recurring issues, which in part seem to involve the distribution lists, are resolved.

### Office of the University Senate

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### Section III

**Request for Consultations and/or topics that were not started or remain unfinished and need to be carried over to the next academic year.**

The 2022-23 annual report highlighted a need to clarify membership eligibility and stipulate that individuals with administrative roles or responsibilities should be excluded from serving on the academic professional grievance committee. This requires amending Bylaw I of the constitution and bylaws. Academic professionals may need to independently propose these amendments as the Constitution and Bylaws Taskforce met this year, but there are concerns that the interests of academic professionals were not represented. In addition, the committee recommends clarifying the role of legal counsel in grievance hearings, which would benefit the effectiveness of all grievance senate committees.

### Section IV

**Recommendations to the Senate or Final Comments**

The committee anticipates continued support from the senate office as a result of the informal and formal recommendations conveyed this past year.

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**Please type a summary in 100 words or less in this space. This paragraph will be cut and pasted directly into the Senate Annual Report.**

During the 2023-24 period, the committee did not hear any grievances. It will continue to work on revising the membership guidelines to address administrative roles and any other issues that will contribute to committee effectiveness.

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