

Section I

Name of Committee: Academic Professional Grievance Committee (APGC)

Submitted by: Mimmo Bonanni, Associate Librarian, ASU Library

Date Submitted: April 18, 2023

Membership Roster:

- Mimmo Bonanni (Chair), Fletcher Library, West campus 2024
- Jennifer Duvernay, Hayden Library, Tempe campus 2025
- 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
- Chris Kyselka, Polytechnic School, Polytechnic campus 2024

Overview Narrative:

The Chair attended both the University Senate Leadership Orientation and the Grievance Committees Orientation in August. The APGC committee oversaw two grievance requests and hearings this academic year, one on October 21, 2022 and another on February 24, 2023. For both hearings, a pre-hearing was conducted, and after committee deliberations, the committee requested a 30-day extension for submitting each report. Reports on both hearings, along with the committee's deliberation recommendations, were forwarded to the Office of the University Provost. During the fall semester, the APGC committee created a list of recommendations to be sent to the University Senate Office (USO) which are aimed at improving the future operations of the committee and enhancing its effectiveness. The recommendations were informally shared with the USO and outside counsel, and a formal memorandum is set to be submitted. As a result of the APGC suggestions, the USO implemented changes in the spring semester, including additional training for APGC members and the creation of an APGC Committee Handbook.

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):
No requests were received.

Office of the University Senate

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.

- In case additional time is required by the end of the year, the committee will continue to work on, and submit a memorandum containing suggestions for enhancing the professionalization and standardization of APGC training and responsibilities. Informal recommendations have already been put forward, and acted upon by USO during the spring semester, and the committee will submit a memorandum with these recommendations to be formally approved by USO.
- Currently the APGC membership guidelines state that, “Members of the Committee shall be elected from academic professionals with continuing appointment at the university and those at the level of dean, associate or assistant dean shall be excluded from serving on the committee.” We identified the need to clarify or be more explicit regarding APs who should be excluded from membership because of their administrative roles and responsibilities. Committee members intend to engage in the process to update the language in the ACD Manual to clarify membership guidelines for the future to ensure that academic professionals serving on the APGC are not employed in an administrative capacity.

Section IV

Recommendations to the Senate or Final Comments

N/A

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.

The APGC committee oversaw two grievance requests and hearings, submitted two committee hearing reports to the Office of the University Provost, and made informal recommendations to the University Senate Office (USO) and outside counsel aimed at improving future operations of the committee. As a result, the USO implemented changes including additional APGC training and creating an APGC Committee Handbook. A memorandum will be submitted with these recommendations to be formally approved by USO. Committee members intend to engage in the process to update the language in the ACD Manual to clarify membership guidelines, with the goal of ensuring that APs serving on the APGC are not employed in administrative positions.

Office of the University Senate

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