

**Election Ballot (One-Year Replacement Election)  
Grievance Panel  
One-Year Term: 2009 - 2010**

**MEMBERS OF THE COMMITTEE WHOSE TERMS CONTINUE:**

NAME	DEPARTMENT	TERM
Nalini Ambady	Psychology	07 – 10 On leave 09-10
Nancy Bauer	Philosophy	07 – 10
Daniel Brown	German/Russian/Asian Languages & Literatures	08 – 11
Mark Cronin-Golomb	Biomedical Engineering	08 – 11
Ann Easterbrooks	Child Development	08 – 11
Lee Edelman	English	08 – 11
Howard Malchow	History	07 – 10
Joseph Noonan	Electrical & Computer Engineering	07 – 10
David Walt	Chemistry	08 – 11 On leave 09-10

**NOMINATIONS FOR 2009-2010 ACADEMIC YEAR TO REPLACE NALINI AMBADY AND DAVID WALT:  
(PLEASE VOTE FOR TWO FACULTY MEMBERS)**

- Barbara Wallace Grossman, Drama & Dance**
- Boris Hasselblatt, Mathematics**

**Or write in:**


**BYLAW FOR THE GRIEVANCE PANEL**

**Article IV. Section 2(a):** A **Grievance Panel**, consisting of nine members of the Faculty of professorial rank, elected for three-year terms, including at least one member from the School of Engineering. No more than one member of a single department may be a member of this Panel at any one time and no member of the Committee on Tenure and Promotion may be a member of the Grievance Panel.

The officers of the Panel shall be a Chairperson, a Secretary, and an Ombudsman chosen annually by the Panel from its own members. The Chair and the Ombudsman must be designated by the end of each academic year for the following year, and their names should be sent at that time to the Secretary of the Faculty to avoid a hiatus in the Panel's functioning. Members of the Panel shall be assembled by the Chairperson upon the request of a grievant, or upon the request of a majority of the members of the Committee, or whenever, in the judgment of the Chairperson, a meeting is desirable.

A Faculty Ombudsperson chosen annually by the Grievance Panel from among its members in their third year shall have the power to hear faculty grievances informally and confidentially. The Ombudsperson may not serve as a member of any subsequent Formal Hearing Board constituted to hear the same grievance.

A faculty member (the grievant) who wishes to present a grievance should notify the Ombudsperson requesting a meeting. After conferring with the grievant, the Ombudsperson may advise the grievant, in confidence, of the merits of the case and of further action that might be taken. The Ombudsperson shall not take action or report further on the case without the written consent of the grievant. With the written consent of the grievant, the Ombudsperson may communicate with the interested parties in an attempt to resolve the grievance informally.

The entire procedure shall not exceed two months at which time the grievance will either move to the formal grievance procedure or be withdrawn by the grievant. Under exceptional circumstances, this two-month period may be extended by the Grievance Panel for no longer than another two months, on request of the grievant or of the ombudsperson.

The Grievance Panel shall have the power and responsibility to compose Formal Hearing Boards. The Formal Hearing Boards shall conduct Formal Hearings of the Faculty grievances and shall make findings based on such hearings. The composition and procedures of the Formal Hearing Boards shall be in accordance with Formal Hearing Procedures adopted by the Faculty.

The Panel shall also have power to consider such other matters related to faculty personnel as may be submitted to it by individual members of the Faculty; and to make recommendations thereon to the President or, at the discretion of the Committee, to the Board of Trustees.

For the complete text of the policy and procedure (informal and formal procedure) see the Faculty Handbook.