Faculty Senate Resolution 2019-08

Policy Committee approval: April 16th, 2019

Topic: “Grievance Consultant Amendment”

Whereas, Clemson University makes provision for faculty participation in planning, policy-making, and decision-making with regard to academic matters; and

Whereas, the University also provides for such participation in matters of faculty welfare and general university concern; and

Whereas, the reimbursement of faculty members chosen to carry out year-round consulting work on behalf of the university Grievance Board can be interpreted to represent a buyout; and

Whereas, the intent of the reimbursement was to supplement the base salary of the consultant; it is therefore

Resolved, that Chapter VC4m be amended to strike out the word “faculty”, to insert the word “base” between the words “Consultants’” and “salary”, to strike out the words “or if preferred by the Consultant,”, to insert the words “in the form of a salary supplement” between the words “salary” and “or”, and to insert the words “as preferred by the Consultant” at the end of the sentence.

Proposed Language

CHAPTER V. CLEMSON UNIVERSITY DISPUTE RESOLUTION

C. Clemson University Faculty Grievance Procedures and Information

4. Grievance Consultants

m. The Provost’s Office will provide five percent of the non-administrator Consultants’ faculty base salary or if preferred by the Consultant, in the form of a salary supplement or unrestricted development funds as preferred by the Consultant.

This resolution will become effective upon approval by the Clemson University Executive Vice President for Academic Affairs and Provost and its inclusion in the 2019-2020 Faculty Manual.