Motion: Change Senate Bylaws section 5.5 as follows:

5.5 Convenor of Appeal, Grievance, and Hearing Panels. The Convenor is a member of the Senate appointed annually by the Speaker, with the approval of the Executive Committee, and may serve multiple consecutive terms. On the recommendation of the Convenor of Appeals and Grievances, the Executive Committee of the Faculty Senate may constitute panels for the following three purposes only to investigate Appeals of Decisions on Promotion and Tenure, to investigate Grievances about other matters, and to conduct the Hearings called for in the second stage of review described in paragraph three of the Procedures for Investigating Accusations Warranting Severe Sanctions, Including Dismissal, against faculty members, described in Policy 201. The Senate will adopt rules for the appropriate conduct of these panels. If the Convenor or the Speaker of the Faculty Senate feels the Convenor has a conflict of interest with respect to the execution of any of his or her specific duties, the Speaker of the Faculty Senate, with the approval of the Executive Committee, will appoint an alternative Convenor to handle those specific duties.

5.5.1 Appeals. Faculty may ask for an investigation concerning any matter where the concern is whether proper university procedures have been followed, including decisions on promotion and tenure. Members of an Appeal Panel considering decisions on promotion and tenure shall not be members of the University Committee on Promotions and Tenure.

5.5.2 Grievances. Faculty may submit a grievance regarding any matter except decisions on promotion and tenure.

5.5.3 Hearing. The President may ask for a Hearing Panel to investigate accusations against faculty members, including those warranting severe sanctions against faculty members under Faculty Policy 201.

Faculty appeals or grievances and requests by the President for a Hearing Panel should be addressed to the Convenor, who will, when appropriate, nominate a Panel of at least three but no more than five faculty to investigate the matter. A majority of the members of a Panel must be members of the Senate. Members of a Panel who are not Senators may only be appointed for specific expertise in an area relevant to the appeal, grievance, or accusation. The Executive Committee must approve all nominated panel members, other than the Convenor, before the panel begins its work. If the Executive Committee rejects a nominated panel member, the Convenor will submit an alternative nominee.

The final action of a Panel shall be to submit a report and/or recommendation to the President with a copy to the Convenor, the Speaker of the Faculty Senate, and the Appellant, Grievant, or Accused. If a Convenor is not available, or in case of a conflict of interest, the Speaker will appoint a temporary Convenor from the Faculty Senate.

Additional guidelines for the conduct of panel investigations contained in “Appeals and Grievances Committee Procedural Guidelines” (adopted by the Rice Faculty Council on October 25, 1999) shall remain in force. If there are conflicts between these Bylaws and the “Appeals and Grievances Committee Procedural Guidelines” these Bylaws will prevail.