

University of Michigan Medical School

The pool for external GHB members:

Sec. 5.02. A Faculty Grievance Hearing Panel (FGHP) is established from whose members each Grievance Hearing Board will have selected randomly, subject to exceptions contained in Sec.

5.03. **The FGHP will consist of tenured faculty members elected to the Advisory Committee for Appointments, Promotions, and Tenure (ACAPT). If there is a shortage of applicable members, former members of ACAPT will be asked to serve.** The Medical School will be allotted four members on the FGHP. FGHP members will serve single staggered terms of three years, except that initially nine members will be chosen by lot to serve one year, nine by lot to serve two years, and the reset will serve three years. FGHP members may not serve consecutive terms. Vacancies will be filled in the same manner except that if the unexpired term is one year or less, the replacement member shall serve an additional three-year term.

The pool for internal GHB members:

Sec. 5.03(b).

The Grievance Hearing Board shall also consist of members of the academic unit in which the grievance arises. **The Senior Associate Dean for Faculty and Faculty Development will elect three to five tenured faculty chosen from the Advisory Committee for Appointments, Promotions and Tenure (ACAPT) as potential GHB members.** Within 10 days of receiving the notice of a pending grievance from the DAHR, the grievant and the respondent shall each nominate three members from this list of potential Board members. Both parties shall rank their preferences and transmit their choices to the DAHR and the FGM. Within 5 working days the DAHR and the FGM shall jointly determine the nominee(s) most favored by both parties. For faculty within clinical departments, two members will be chosen, for faculty within basic science departments, one member will be chosen. If there is a tie among the choices, the DAHR and the FGM will jointly resolve the tie by lot.