

**Faculty Grievance Committee
Annual Report
September 10, 1999**

Members: John Schopler (2001) Chair; Jean S. DeSaix (2000), Roberta A Dunbar (2001), Eugenia Eng (2002), Lynn Fuller (2002), Vanessa Hodges (2000), Robert P. Joyce (2002), Ernest Kraybill (2000), Cynthia M. Powell (2001, Dorothy Verkerk (2002

Alternates: Daniel R. Anderson, Louis Billionis, Jan Paris

Members leaving committee: John Rubin, Outgoing Chair; Joan Brannon, Megan M. Matchinske

Committee meetings during past year: 9-17-98, 5-4-99

Mediation subcommittee meetings during past year: 1-22-99, 2-19-99, 3-24-99, 4-14-99

Report prepared by: John Schopler (Chair) and John Rubin (Outgoing Chair)

Committee charge

"The Committee is authorized to hear, mediate, and advise with respect to the adjustment of grievances of all persons designated as members of the Faculty." (The Faculty Code of University Government)

Previous Faculty Council questions or charges

The Faculty Grievance Committee was requested to study the feasibility of introducing mediation by trained mediators into the conflict resolution process regarding issues currently handled by the Faculty Grievance Committee and to report its recommendations to the Faculty Council (Resolution 98-10).

Report of activities

In the 1998-1999 academic year, the previous chair, John Rubin, received eight new inquiries about possible initiation of a faculty grievance. Of these inquiries, three ultimately appeared to be within the jurisdiction of other grievance committees and were referred to them before the filing of a formal grievance with the Faculty Grievance Committee; three were not pursued after the initial discussions; one was informally resolved short of the filing of a formal grievance; and one was referred to the incoming chair of the Faculty Grievance Committee.

In response to the Faculty Council's request, the Chair of the Faculty Grievance Committee appointed a subcommittee to study the possibility of introducing mediation into the faculty conflict resolution process. The members of the subcommittee were John Schopler (Subcommittee Chair), Jean DeSaix, John Rubin, Dickson Phillips, and John Stephens. Phillips and Stephens are not Faculty Grievance Committee members, but are UNC-CH faculty (at the Law School and Institute of Government, respectively)

and have special expertise in mediation. After investigating the practices at several other campuses and discussing alternative procedures, the subcommittee recommended, and the Faculty Grievance Committee approved, introducing mediation into the faculty grievance conflict resolution process. The Faculty Grievance Committee's recommendation is described in a separate report to the Faculty Council

At the request of Richard Andrews, Chair of the Faculty, the Chair of the Faculty Grievance Committee responded to a questionnaire from Professor Hugh Hindman of Appalachian State University, who chairs an ad hoc committee of the UNC system-wide Faculty Assembly. The questionnaire concerned grievance and hearing procedures across the 16 campuses.

Recommendations for Action by Faculty Council: See separate report on mediation.