

**Faculty Grievance Committee
Annual Report to Faculty Council
September 26, 2003**

Members 2002-2003: Beverly W. Ferreiro (2003), Melody F. Harrison (2003), Melissa L. Saunders (2003), William L. Andrews (2004), Mary R. Lynn (2004), John B. Stephens (2004), Giselle Corbie-Smith (2005), Bruce Fried (2005), Stephen Weiss (2005), Hannelore Jarausch (2006), Paul Farel (2006), Andrew Chin (2006), Jessica Smith (2006).

Members Ending Terms (June, 2003): Melody F. Harrison, Melissa L. Saunders, Beverly W. Ferreiro.

Members Beginning Terms 2003-2006: Andrew Chin, Paul Farel, Jessica Smith, Hannelore Jarausch.

Report prepared by: John B. Stephens, Chair, and Melody Harrison, Past Chair

Committee Meetings: August 8, October 23, and December 5, 2002; and February 19 & 20, May 15, and August 21, 2003.

Committee Charge: "The committee is authorized to hear, mediate and advise with respect to the adjustment of grievances all persons designated as member of the faculty..." (The Faculty Code of University Government, July 1999, p.13)

Report of Activities: In the 2002-2003 academic year, the previous chair, Melody Harrison, received eleven inquires. Two cases, carried over from the 2001-2002 academic year, went to hearings. The first hearing occurred in October 2002. The second hearing was originally scheduled for December 4, 2002, but was delayed until February 19 & 20, 2003 due to the ice storm that closed the university. Reports of both hearings were completed and submitted to all parties involved.

In four instances, inquiries were made but the grievance process was abandoned. Two of those cases involved faculty members with fixed-term contracts whose contracts were not renewed at the end of the contractual period. Negotiated settlements were attained in three of the cases. One case is active but in negotiation and in one case a grievance hearing subcommittee have been selected.

Recommendation: Almost all inquiries received during the 2002-2003 were accompanied by a complaint that the faculty member had experienced a great deal of difficulty determining who to contact about their situation. As the chair of most of these committees changes each academic year, determining contact information of the current chair can be challenging. Stephens and Harrison (current and immediate past chair of the committee) urge Faculty Council to address the problem of access to information regarding faculty welfare committees. This could be accomplished by publishing relevant information on the UNC-CH web page.