

## **Report of the Faculty Grievance Committee to Faculty Council, November 2015**

Submitted by Anna Beeber and Chris McLaughlin, 2015-2016 Co-Chairs

### Members 2014-2015

Kristina Abel (Microbiology, 2017); Andrew Bechtel (Co-chair) (Journalism, 2015); Anna Beeber (Nursing, 2017); Elizabeth Chenault (Co-chair) (University Library, 2015); Kelly Sullivan Giovanello (Psychology, 2016); Pam Jagger (Public Policy, 2016); Andrea Nackley (Endodontics, 2015); Rich Preston (Surgery, alternate); Sherry Salyer (Exercise Science, 2015); Thomas Thornberg (School of Government, 2017); Adam Versenyi (Dramatic Arts, 2016); Monte Willis (Surgery, alternate)

### Members 2015-2016

Kristina Abel (Microbiology, 2017); Anna Beeber (School of Nursing, 2017); Priya Kumar (School of Medicine, 2018); Kelly Sullivan Giovanello (Psychology, 2016); Pam Jagger (Public Policy, 2016); Christopher McLaughlin (School of Government, 2018), Christopher Rousch (Journalism, 2018), Thomas Thornberg (School of Government, 2017); Adam Versenyi (Dramatic Arts, 2016); Ariana Vigil (Women's Studies, 2018);

### Committee Charge:

*The committee is authorized to hear and advise with respect to the adjustment of grievances of all persons designated as members of the Faculty by the Trustee Policies and Regulations Governing Academic Tenure and those librarians who are members of the General Faculty. The power of the committee is solely to hear representations by the persons directly involved in grievances, to facilitate voluntary adjustment by the parties, and to advise adjustment by the administration when appropriate. Advice for adjustment in favor of an aggrieved faculty member may be given to the chancellor only after the dean, department chair, or other administrative official most directly empowered to adjust it has been given similar advice and has not acted upon it within a reasonable time. [Amended February 11, 2005, to delete references to mediation.]*

### Actions:

The Faculty Grievance Committee heard two grievances one related to a tenured faculty member grieving a letter in their personnel file and an appeal of an EEO report. In addition to the formal grievances discussed above, the committee chairs met with several faculty members throughout the year about potential grievances. None of those meetings resulted in the filing of a formal grievance. The cases and preliminary calls fell into three categories: EEO case appeal, grieving a letter of reprimand, and post-tenure review. We have no pending cases.

Observations:

1. The Faculty Grievance Committee is not the appropriate committee to hear appeals of EEO reports. We have been working with University Counsel and on other options for faculty in those situations. We have also been working with University Counsel to review and revise our policies and procedures on a whole.
2. In one of these cases the faculty member, who was fixed-term, would have benefitted from having a senior faculty mentor to help them better understand the department's process and expectations for review and/or promotion.
3. We have found that the promotion/reappointment based grievances originate from faculty not understanding promotion and tenure policies, lack of clarity in the promotion/tenure policies, and/or schools/departments not following their written policies. We recommend that schools/departments regularly review their promotion and tenure policies and evaluate how they are being followed.