

**Faculty Grievance Committee  
Annual Report  
October 5, 2001**

**Members:** William L. Andrews (2004), Roberta Ann Dunbar (2001) *Past Chair*, Eugenia Eng (2002), Beverly W. Ferreiro (2003), Lynn Fuller (2002) (resigned December 2000), Robert P. Joyce (2002) *Chair*, Melody F. Harrison (2003), Mary R. Lynn (2004), Melanie Mintzer (2003), Cynthia M. Powell (2001), Melissa Saunders (2003), John Schopler (2001), John B. Stephens (2004), Todd W. Taylor (replaced Lynn Fuller) (2002)

**Members leaving the Committee:** Roberta Ann Dunbar, Cynthia M. Powell, and John Schopler (deceased).

**Report prepared by:** Robert P. Joyce (Chair) and Roberta Ann Dunbar (Past Chair).

**Committee Meetings:** September 29, 2000; November 29, 2000; March 5, 2001; May 14, 2001, July 12, 2001.

**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, July 1999, p. 13).

**Report of Activities**

In the 2000-2001 academic year, the previous chair, Roberta Ann Dunbar received 15 inquiries, one of which was a carry-over from the preceding year. Three were processed by full, formal Grievance Committee procedures; one formal grievance was begun but withdrawn before the hearing; three others involved extended discussions but did not lead to a formal grievance; one was resolved after one meeting; and six did not proceed after the initial inquiry. One is carried over.

**Comment on Resolution 99-8 Endorsing the Recommendations of the Faculty Grievance Committee Concerning Mediation**

On September 10, 1999 the Faculty Council adopted a resolution authorizing the Faculty Grievance Committee to introduce mediation, through the Orange County Dispute Settlement Center, into the conflict resolution process. As an interim arrangement, the Committee recommended with the support of the Office of the Provost the services of the Dispute Settlement Center of Orange County. The experience of the Committee has been that by the time most grievances reach the stage of a formal hearing, the parties on both sides are unprepared to consider compromise, which is a vital component of the mediation process. It is the view of the committee that there should be some mechanism to review complaints before the issues have festered over a number of years. The Committee welcomed the opportunity to discuss with Vice Chancellor Susan H. Ehringhaus last November the draft report and recommendations of the University of North Carolina Task Force on Internal Resolution of Disputes Concerning Faculty Employment. In anticipation of the final report (which has not yet

been prepared), no recommendations were made before the end of the 2001 year. However, the Committee stands ready to work with the Vice Chancellor to review the process of faculty grievance when the University's report is available.