

**Faculty Grievance Committee
Annual Report
October 4, 2002**

Members 2001-2002: William L. Andrews (2004), Eugenia Eng (2002) Beverly W. Ferreiro (2003), Melody F. Harrison (2003), Robert P. Joyce (2002), Mary R. Lynn (2004), Melanie Mintzer (2003), Melissa L. Saunders (2003), John B. Stephens (2004) Todd W. Taylor (2002)

Members Ending Terms: Joyce, Eng, Taylor

Members Beginning Terms 2002-2005: Giselle Corbie-Smith, Bruce Fried, Stephen Weiss

Report prepared by: Melody Harrison, Chair, and Robert Joyce Past Chair

Committee Meetings: October 15, 2001, August 8, 2002

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

Report of Activities: In the 2001-2002 academic year, the previous chair, Robert Joyce, received seven inquires, one of which was carried over from the the 2000-2001 academic year. Negotiated settlements were attained in three of the cases; one was transferred to the Faculty Hearings Committee, one is active but in negotiation, and in two cases grievance hearing subcommittees have been selected. Both of these cases will be heard in the Fall semester 2002.

Comment on Resolution 99-8: 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, on a two year trial basis. At the end of 2001, this committee reported its experience 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 was the view of the committee at that time, and it remains the view of the committee, that there should be some mechanism, within the University, to review and mediate complaints before the issues have festered over a number of years. Representatives of the committee have on several occasions discussed with Vice Chancellor Susan H. Ehringhaus the draft report and recommendations of the University of North Carolina Task Force on Internal Resolution of Disputes Concerning Faculty Employment. The Grievance Committee awaits the final report of that task force and stands ready to work with the Vice Chancellor to review the process of faculty grievance when the University's report is available.