

Faculty Grievance Committee, 2003-04 Annual Report to Faculty Council

Members 2003-2004: William L. Andrews (2004), Mary R. Lynn (2004), John B. Stephens (2004), Giselle Corbie-Smith (2005), Bruce Fried (2005), Stephen Weiss (2005), Hannelore Jaraus (2006), Paul Farel (2006), Andrew Chin (2006), Jessica Smith (2006).

Members Ending Terms (June, 2004): William L. Andrews, Mary R. Lynn, John B. Stephens. By action of the committee, Stephens stayed on as interim chair until September 2004.

Members Beginning Terms 2004-2007: Ennio Rao, Gerald J. Postema, Aimee Wall.

Report prepared by: Giselle Corbie-Smith and Bruce Fried, Co-Chairs, and John B. Stephens, Past Chair

Committee Meetings: August 21, 2003 and March 11, 2004. Other committee business on revising committee procedures was done via e-mail, December 2003-January 2004.

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

Report of Activities: In the 2003-2004 academic year, the previous chair, John B. Stephens, received eight inquiries. In two cases, subcommittees were appointed and hearings were scheduled. In one of the cases, the hearing proceeded and the full committee issued a report on April 1, 2004. In the second case, the subcommittee hearing was originally scheduled for February and was postponed due to inclement weather. Grievant subsequently withdrew the grievance. In a third case, where there was a written grievance, the chair mediated an outcome between grievant and one of the grievant's superiors that resulted in her ending her grievance. In four instances, inquiries were made but the concern did not move to a formal grievance. In the final instance of the eight inquiries, a grievance was in process and awaited action by the 2004-05 Co-chairs to appoint a subcommittee (as of September 15, 2004).

Recommendation: In addition to summarizing individual inquiries and cases, the 2003-04 chair offered an "Other Matters" section for committee understanding and action on policy or procedural matters. The item of greatest interest to the General Faculty is the pending establishment of an UNC-CH Ombuds Office, which should help faculty more easily identify the purpose of the Faculty Grievance Committee, understand the committee's scope of work, and assist potential grievants in contacting the Grievance Committee's co-chairs.