

2005-2006 Faculty Grievance Committee Activity Report
Prepared by Hannelore Jarausch, Chair, Grievance Committee 2005-2006

August 2005: A faculty member in the Medical School met with the Grievance Chair to discuss the termination of contract (series of one-year contracts). UNC regulations state that one year contracts may be terminated with minimal notice. The Grievance Chair consulted with faculty counsel who confirmed this understanding of the regulations. Since the term ended on August 31, there was not enough time to file a grievance. Once employment is terminated, the Faculty Grievance Committee cannot act.

December 2005: A faculty member in the School of Public Health inquired about grievance procedures should actions be taken that would require a change in working space. Since the administrative official was leaving UNC, the faculty member decided to wait for further developments. In February the Grievance Chair contacted the faculty member for an update and was told that the threatened action had not yet been implemented.

February 2006: A faculty member (clinical) in the Medical School met with the Grievance Chair to discuss the termination of contract. The termination did not violate the UNC Faculty Code, as the faculty member had discovered. In early March the Grievance Chair contacted the potential grievant to follow up on the situation and was informed that the individual had decided to not pursue the matter further.

March 2006: A faculty member in Arts and Sciences inquired about the possibility of filing a grievance concerning various issues of inequity in salary and working conditions. After conferring with the Grievance Chair, the faculty member decided to wait until departmental decisions were communicated about these matters. In July the Grievance Chair was again contacted by this faculty member who requested information about procedures needed to determine if a grievance would be filed. The matter was referred to the new Grievance Chair, Dr. William Rivenbark, for further consideration.

April 2006: A fixed term faculty member in the School of Dentistry met with the Grievance Chair to explore filing a grievance. It was decided to wait until after the performance review and contract renewal. The matter was referred to the new Grievance Chair, Dr. William Rivenbark, for further consideration. In July the faculty member filed an official grievance and a subcommittee was formed.

April 2006: A faculty member in the Medical School contacted the Grievance Chair about procedures for filing a grievance, but then decided to wait until conferring with a lawyer. In July this faculty member again contacted the Grievance Chair, stating that he wished to file a grievance. The matter was referred to the new Grievance Chair, Dr. William Rivenbark, for further consideration.