

**2007–2008 Faculty Grievance Committee Activity Report**  
**Prepared by Suzanne Hobbs, Chair**  
**Presented to Faculty Council, November 2008**

**Members 2007-08:** Suzanne Hobbs, Flora Holt, Beth Kurtz-Costes, Eric Muller, John Newbold, William Rivenbark (Chair), Victor Schoenbach, Dulcie Straughan, Frank Tsui, Wendy Wolford

**Committee Charge:** From Section 4-8, *Faculty Code of University Government*,

Faculty Grievance Committee.

(a) The Faculty Grievance Committee consists of ten elected members, and is structured to represent faculty of all ranks. Three of the members are elected at the time they hold the rank of professor or librarian, three at the time they hold the rank of associate professor or associate librarian, three at the time they hold the rank of assistant professor or assistant librarian or general librarian, and one at the time he or she holds a fixed-term appointment. A member's promotion in rank during a term of office does not terminate his or her membership. One professor or librarian, one associate professor or associate librarian, and one assistant professor or assistant librarian or general librarian are elected each year. One person holding a fixed-term appointment is elected every third year.

(b) 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.]

(c) As to members of the General Faculty, grievances within the committee's jurisdiction include matters directly related to a faculty member's employment status and institutional relationships within the University, except for those within the jurisdiction of the Faculty Hearings Committee or arising from the termination of an administrative appointment.

(d) As to graduate students or others who have teaching duties, grievances within the committee's jurisdiction include only those which meet all four of the following conditions: (1) they arose in connection with the grievant's teaching duties, (2) they raise a question of academic freedom, (3) the dean or chair with immediate responsibility for the grievant has no authority to fashion an appropriate remedy, and (4) there is no other appropriate grievance procedure.

(e) No grievance may be considered except on the basis of a prior written statement of its nature by the aggrieved faculty member nor until determination is made that an unsuccessful attempt has been made by the faculty member to resolve it with the administrative official most directly concerned.

(f) The committee may act as a whole or, by designation of the chair, in panels of two or more, for the consideration of particular grievances. It may promulgate rules of procedure for its operations. When promulgated, these rules constitute the exclusive formal procedures for the adjustment of faculty grievances herein described. No formal appeal procedure is provided.

**2007-08 Activities:**

The faculty grievance committee met on October 12, 2007 to approve the academic year 2006–2007 faculty grievance activity report and to approve changes to the *Procedures for Faculty Grievance Committee*. Because no grievances were initiated during academic year 2007–2008, the only activity that occurred was that the Chancellor issued his final administrative decision for the following grievance:

A faculty member from the School of Medicine filed a grievance on June 2, 2006, concerning a report of invention and scholarly consequences. A two-person subcommittee was assigned to the grievance, issuing its final report on July 16, 2007. The grievance was then forwarded to the Chancellor for review. The Chancellor issued his final administrative decision on December 19, 2007.