

## **Report of the Faculty Grievance Committee for 2010-2011**

The Faculty Grievance Committee held one hearing in 2010-2011 concerning a faculty member, in the College of Arts and Sciences who had consulted with the committee's previous Chair in 2009-1010. His grievance concerned committee report produced in an Administrative Review of charges of sexual harassment.

The grievance committee heard that grievance and found cause to support the grievant's concerns about the administrative review. We recommended that addendums be attached to the report by the grievant and the chair of the grievant's department that the report be sealed and labeled confidential, and that the administrative report should not be a part of promotion decisions. We also made recommendations to the administrative office involved regarding transparency of the process and instructions to administrative review committees.

The committee chair met with three additional faculty members who were considering filing grievances. One from the School of Medicine concerned about a report and a review concerning workplace violence. A second from the college of Arts and Sciences concerned a report alleging that the grievant was involved in racial discrimination. A third faculty member from the college of Arts and Sciences met with the chair concerning a promotion denial. None of these individuals have filed a formal grievance thus far.

There are two grievance proceedings in process that were initiated during the summer term and a third initiated during the current academic year (2011-2012). Two of these also concern administrative reports. One concerns a promotion decision. These grievances are actively in process.

Submitted by Mimi Chapman, Committee Chair for 2010-11