

## **Report of the Faculty Grievance Committee for 2009-2010**

The Faculty Grievance Committee held two hearings in 2009-2010.

The first, involving a faculty member and a department chair in the School of Education, involved charges of bullying and public and professional embarrassment and alleged racial bias. The committee found no basis for the grievance but recommended practices that might improve professionalism and collegiality in department.

The second, involving faculty in the School of Dentistry, involved allegations of a pattern of unfair treatment with regard to salary and advancement. The committee recommended several steps that the chair might take to improve transparency with regard to setting salaries as well as to improve communications, and an alternative procedure for handling the aggrieved party's reappointment review.

Two faculty members in the School of Medicine consulted with the committee's chair about the possibility of filing grievances, one in a case involving a salary reduction and the other with regard to unfair preferment of an individual over better qualified colleagues. Ultimately, neither filed a grievance.

A third faculty member, in the College of Arts and Sciences, consulted with the committee's chair about filing a grievance over a committee report produced in an Administrative Review of charges of sexual harassment. The aggrieved party did not file a grievance before the end of the academic year.

Submitted by Beverly Taylor, Committee Chair for 2009-10