

Report of Faculty Grievance Committee to the Faculty Council, November 2013
Submitted by Andy Bechtel and Libby Chenault, 2013-2014 co-chairs

MEMBERS 2012-2013:

Andrew Bechtel (Journalism, 2015); Anna Beeber (Nursing, 2014); Aysenil Belger (Psychiatry, 2014); Elizabeth Chenault (Univ Lib, 2015); Victor Flatt (Law, 2013); Lauren Leve (Relig Stdy, 2013); Jill Moore (Chair) (Sch Govt, 2013); Andrea Nackley (Endodontic, 2015); Sherry Salyer (Ex Sci, 2015); Jessica Wolfe (ENGL & CL, 2014)

Members 2013-2014:

Andrew Bechtel (Co-chair) (Journalism, 2015); Anna Beeber (Nursing, 2014); Aysenil Belger (Psychiatry, 2014); Elizabeth Chenault (Co-chair) (Univ Lib, 2015); Kelly Sullivan Giovanello (Psychology, 2016); Pam Jagger (Pub Policy, 2016 [On leave 2013-14]); Christopher McLaughlin (Sch Govt; 2014); Andrea Nackley (Endodontic, 2015); Sherry Salyer (Ex Sci, 2015); Adam Versenyi (Drama Art, 2016); Jessica Wolfe (ENGL & CL, 2014)

Committee Charge:

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.]

Actions:

The Faculty Grievance Committee received no new grievances in the spring of 2013. The Committee is currently hearing a grievance related to the post-tenure review of an Art & Sciences faculty member.

In the summer of 2013, the Faculty Grievance Committee was sent documents on behalf of a tenured faculty member in the College of Arts & Sciences concerning pay during suspension. In 2012-2013, the Faculty Grievance Committee accepted this faculty member's grievance, held a formal hearing, and transmitted a report of its recommendations to the appropriate departmental and administrative parties. The recommendations of the FGC report were received but not accepted. As the "second grievance" documents provided no new material, the committee could not accept the grievance.

In the fall of 2013, one co-chair consulted with a faculty member from Public Health about a post-tenure review decision but no formal grievance was filed. The other co-chair consulted with a librarian concerning a decision not to promote but no formal grievance was filed.