

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

Members 2013-2014:

Andrew Bechtel (Co-chair) (Journalism, 2015); Anna Beeber (Nursing, 2014); Aysenil Belger (Psychiatry, 2014); Elizabeth Chenault (Co-chair) (University Library, 2015); Kelly Sullivan Giovanello (Psychology, 2016); Pam Jagger (Pub Policy, 2016 [On leave 2013-14]); Christopher McLaughlin (School Government; 2014); Andrea Nackley (Endodontic, 2015); Sherry Salyer (Exercise Science, 2015); Adam Versenyi (Drama Art, 2016); Jessica Wolfe (English & Comp Lit, 2014); Christian O. Lundberg (Communication Studies; alternate)

Members 2014-2015

Kristina Abel (Microbiology, 2017); Andrew Bechtel (Co-chair) (Journalism, 2015); Anna Beeber (Nursing, 2017 [on leave]); Elizabeth Chenault (Co-chair) (University Library, 2015); Kelly Sullivan Giovanello (Psychology, 2016); Pam Jagger (Public Policy, 2016); Andrea Nackley (Endodontics, 2015); Rich Preston (Surgery, alternate); Sherry Salyer (Exercise Science, 2015); Thomas Thornberg (School of Government, 2017); Adam Versenyi (Dramatic Arts, 2016); Monte Willis (Surgery, alternate)

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 heard four grievances (two post-tenure review cases from the College and two fixed-term clinical cases) and is currently completing the report on an EEO filed in late spring 2014. The chairs met with an additional faculty member who plans to file a grievance and received communications that did not result in further action. The cases and preliminary calls fell into two categories: fixed term appointments and post-tenure review. We have no pending cases.

Observations:

1. In each of these cases the faculty member would have benefitted from having a senior faculty mentor to help them better understand the department's process and expectations for review and/or promotion.
2. All UNC departments should have a process for regularly reviewing ranking and promotion documents as well as a policy for the faculty members began under one set of documents but will be reviewed under a new, or revised, set of documents. Similarly when there are

organizational changes, especially in the clinical setting, the faculty member should be evaluated by the group/supervisor best prepared to the work.

3. The Faculty Grievance Committee learned this year that we were the group designated to hear appeals of rulings from the campus EEOC office. It is hearing the first such appeal in fall 2014. The committee is considering whether it is the best venue for such appeals. It plans to work with University Counsel and human relations on other options for faculty in those situations. More broadly, the committee plans to review its policies and procedures on the whole.