

## **Faculty Grievance Committee Report to the Faculty Council**

February 2018

**Members 2017-2018** (including school, faculty category and year that current term expires):

Alamo, Juan (Arts & Sciences, Assistant Professors, 2018)  
Felix, Ana (Medicine, Fixed-term, 2020)  
Jagger, Pamela (Arts & Sciences, Associate Prof., 2019)  
Kumar, Priya (Medicine, Fixed-term, 2018)  
Lambert, Michael (Social Work, Full Prof., 2019)  
McLaughlin, Christopher (Government, Associate Prof., 2018), **chair**  
Mohanty, Suchi (Libraries, Full Professors & Librarians, 2020)  
Posner, Beth (Law, Fixed-term, 2019)  
Raval, Jay (Medicine, Assistant Professors, 2020)  
Ripley, Erika (Libraries, Associate Professors, 2020)  
Roush, Christopher (Journalism, Full Prof., 2018)  
Smith, Meredith (Government, Assistant Prof., 2019)

### **Committee Charge:**

The Faculty Grievance Committee (“FGC”) is authorized to hear and advise on all grievances raised by members of the faculty other than grievances concerning tenure decisions and issues relating to the termination of employment that are under the jurisdiction of Faculty Hearing Committee. The FGC also hears appeals of complaints filed by members of the faculty with the University’s Equal Opportunity and Compliance Office (“EOC”).

### **Actions:**

From February 2017 to February 2018, the FGC held hearings and issued formal reports for three separate grievance matters. One of those matters involved multiple hearings with a dozen different respondents and many months of work by the relevant subcommittee. One new grievance has been filed with the FGC chair this past week and shortly will be assigned to a subcommittee for review.

In addition, the chair has met with six other faculty members about potential grievance filings in the past year. Those individuals have opted to pursue other University options (Ombuds, EOC) or to resolve the issue informally but may return with grievance filings in the future.

The FGC chair has been working with University counsel to amend its procedures to better reflect University policy and rules. The goal is to present the revised procedures to the Faculty Council for approval later this year.

The chair is working with the Office of Faculty Governance to better publicize the FGC and make it easier for potential grievants to learn about the FGC process and to initiate the grievance process when needed.