

**Faculty Grievance Committee  
Annual Report to the Faculty  
Council Calendar Year 2024**

For presentation on December 13, 2024

**Committee co-chairs:** Akaa Ayangeakaa and Adriana Beltran

**Members, 2024-25** (including year that current term expires):

Jennifer Alderman (Nursing, Fixed-Term Faculty, 2027)

Akaa Ayangeakaa (Arts and Sciences, Assistant Professors/Librarians, 2026)

Adriana Beltran (Medicine, Fixed-Term Faculty, 2025)

Varina Boerwinkle (Medicine, Full Professors/ Librarians, 2027)

Brittany Bromell (Government, Assistant Professors/Librarians, 2027)

Leslie Dodd (Medicine, Full Professors/Librarians, 2026)

Priscilla Layne (Arts and Sciences, Associate Professors/Librarians, 2025)

Michelle Meyer (Medicine, Associate Professors/Librarians, 2027)

Beth Posner (Law, Fixed-Term Faculty, 2026)

Erika Ripley (Libraries, Full Professors/Librarians, 2025)

Laura Ruel (Journalism and Media, Associate Professors/Librarians, 2026)

Jessica Tanner (Arts and Sciences, Assistant Professors/Librarians, 2025)

**Members, 2023-24 whose terms ended in June 2024**

Kim Boggess (Medicine, Full Professors/Librarians); Co-chair in 2023-24

Barbara Friedman (Journalism and Media, Associate Professors/Librarians)

Cynthia Fraga Rizo (Social Work, Assistant Professors/Librarians)

Karon Johnson (Social Work, Fixed-term faculty); Co-chair in 2023-24

**Report prepared by:** Akaa Ayangeakaa and Adriana Beltran, Co-chairs

**Summary of Committee Charge:**

The Faculty Grievance Committee (FGC) is authorized to hear and advise on all grievances raised by members of the faculty aside from grievances concerning tenure decisions and issues relating to the termination of employment, which are under the jurisdiction of the Faculty Hearings 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 taken in 2024:**

The outgoing 2023-2024 co-chair reports that one grievance carried over from the previous year was brought to a hearing, and a final report was issued. During the academic year, the committee also fielded inquiries from six faculty members regarding potential grievances; however, none of these inquiries resulted in a formal grievance being filed.

In addition, the committee is preparing for two potential hearings in the spring regarding grievance matters that were initiated during the previous term.

The committee remains committed to offering guidance and support to faculty members navigating grievance-related concerns and continues to be available for informal discussions to address potential issues before they escalate to formal grievances.