

Resolution from the Faculty Advisory Committee establishing an Ad Hoc Committee on Salary Grievances

Background: The Faculty Grievance Committee currently is charged with considering individual grievances including grievances regarding salary. That committee believes that it does not have the expertise or data available to handle individual salary grievances in an effective manner. It has recommended, therefore, that its consideration of salary grievances be limited only to grievances based upon an alleged denial of academic freedom or denial of due process.

In considering the Grievance Committee recommendation, the Faculty Advisory Committee is sympathetic to their concerns, but questions have been raised as to whether some other vehicle should be created that would have sufficient resources and expertise to consider broader salary grievances. The practicality of creating a committee to consider individual salary grievances depends upon a variety of factors, including the willingness of faculty to undertake the commitment to serve on such a body, the availability of sufficient salary information so as to permit a reasonable consideration of a grievance, and the power of the committee to effectuate a change where a grievance is found to be meritorious. The Advisory Committee believes that the best way to obtain answers to these and other questions is to create a temporary ad hoc committee, charged with gathering information and preparing a recommendation for the faculty on this subject. Accordingly, the Advisory Committee moves the following resolution for adoption.

RESOLVED, that the Chair of the Faculty Senate shall appoint an ad hoc committee to prepare and submit to the Senate for its consideration, by the May 2003 meeting, a recommendation regarding the disposition of salary grievances from faculty members. Among the recommendations to be made by the ad hoc committee shall be the following:

1. A recommendation as to the composition and responsibilities of a permanent committee or other body charged with consideration of faculty salary grievances;
2. A recommendation as to the appropriate grounds upon which a grievance may be submitted;
3. A recommendation as to what information should be made available to such a committee by the University to assist the committee its work; and
4. A recommendation as to the appropriate authority of the committee with regard to providing a remedy when a grievance is found to be meritorious.