

**FACULTY GRIEVANCE COMMITTEE
ANNUAL REPORT
2001-2002 ACADEMIC YEAR**

During the academic year 2001-2002, the Faculty Grievance Committee considered five grievances.

- (1) Three of these grievances involved denial of promotion. Of these, the committee recommended to the President that:
 - a. Promotion to full professor be recommended to the Board of Trustees in two cases. The President agreed with the recommendation in both cases.
 - b. Promotion not be recommended because there had not been a showing of grounds for grievance. The President accepted this recommendation.
- (2) One grievance involved a decision of tenure (not in tenure year). The Committee concluded that no showing of impropriety had been shown, and the President accepted the committee's recommendation that the grievant not be awarded tenure.
- (3) One grievant alleged a breach of a special contract arrangement. The Committee determined that there was no breach and therefore recommended that the President take no action. The President accepted the recommendation of the committee.

The Committee also recommended an amendment to the Faculty Manual. (See attached).

The Chair of the Committee for 2002-2003 is Eldon Wedlock of the School of Law.

Prof. F. Patrick Hubbard (Law)
Chair, Faculty Grievance Committee, 2001-

2002

FPH/dac

cc: Members of Committee, 2001-2002

MEMORANDUM

TO: Daniel Feldman
Chair, Faculty Advisory Committee
Moore School of Business

FROM: Patrick Hubbard
Chair, Faculty Grievance Committee

RE: Proposed amendment to Faculty Manual

DATE: April 12, 2002

The Faculty Grievance Committee voted on April 10, 2002, to recommend the following amendment to the Faculty Manual:

Insert the following sentence:

Grievances regarding salary matters are limited to the grounds of denial of academic freedom or denial of procedural due process.

After the following sentence in the current Faculty Manual:

This committee shall consider individual grievances, *including grievances regarding salary matters* (see also “Terms of Employment”), brought before it by members of the faculty including full-time and part-time members, research professors, lecturers, and visiting professors.

See Faculty Manual, p. 7 (June 2000.)

There are two reasons for this proposed amendment. First, relative merit is impossible to assess without data about salaries and “merit” for the entire unit over a period of time. The Grievance Committee does not have the ability to gather and assess such data. Second, academic freedom and due process are more limited. Moreover, the committee currently addresses such matters in terms of non-reappointment of non-tenured faculty. See Faculty Manual p. 22 (June 2000) Consequently, the Grievance Committee could (and should) address salary grievances based on these limited grounds.

FPH/dac

cc: Prof. Robert Wilcox
Chair, Faculty Senate