

**Faculty Grievance Committee
Annual Report 2005-06 Year**

The Faculty Grievance Committee consisted of the following individuals for the 2005-06 year: Arlene Andrews (COSW), Robert Best – Chair (MED), McKinley Blackburn (BUS), Miriam Freeman (COSW), Jerry Hackett (PHIL), Daniel Littlefield (HIST), Edsel Pena (STAT), Judy Rink (EXER SCI), John Spurrier – ex officio (STAT), and Steve Stancyk (BIOL). Dr. Spurrier resigned the committee at the end of the fall semester to accept new responsibilities, and new appointment from the Provost's Salary Equity Committee is pending.

The Faculty Grievance Committee received four petitions for grievance during the 2005-06 academic cycle.

Three cases were received from faculty members who were denied tenure and promotion in their decision year. All cases were heard before the Committee.

One case was received from a tenured faculty member who was denied promotion to the rank of Professor. This case also was heard before the Committee. The Chair of FGC was recused from this case as the candidate hailed from the same academic unit, and was replaced by Judy Rink.

One case of denial of tenure and promotion to Associate Professor that was heard by the Faculty Grievance Committee involving consideration of inappropriate criteria and denial of due process resulted a recommendation by the FGC to allow the faculty member to prepare a new file using the appropriate criteria with solicitation of new referee letters. The President agreed with the recommendation and acted to initiate the process anew, with appropriate extension of the candidate's contract period.

Two cases were heard involving denial of tenure and promotion to Associate Professor for which the FGC did not find sufficient evidence to constitute a proper grievance under the criteria specified in the Faculty Manual section on academic grievances. The President did not overturn his prior decision in either case.

The single case involving denial of promotion to the level of Professor was heard, and the Committee concluded that the Unit Criteria were not given proper consideration and criteria not in the Unit Criteria were used to deny promotion. Thus it was recommended that the President overturn his prior decision to deny promotion, awarding the candidate the rank of Professor effective August 2005. The President did not act to overturn his prior decision to deny promotion.

No cases of salary grievance were presented before the committee.

No cases were presented before the committee involving faculty grievances unrelated to academic promotion and/or tenure.

McKinley Blackburn was elected to serve as Chair for FGC for the academic year 2006-07. Outgoing members include Robert Best, Judy Rink, and Steve Stancyk. They are replaced by Frank Avignone, III (PHYS), Wanzer Drane (SPH), and Larry Wyatt (MUSIC). One committee member, Miriam Freeman, resigned the committee at the end of the academic year to accept her elected position on the University Committee on Tenure and Promotion. A replacement member for the two remaining years to her term is pending Faculty Senate action.