Annual Report

Faculty Appeals and Grievances Committee

Submitted by
Nadya A. Fouad and Paula M. Rhyner, Co-chairs
August 3, 1995

Since September, 1994, the Faculty Appeals and Grievances Committee (FAGC) met twenty-three (23) times:

September 14, 28
October 5, 26
November 9, 16, 23, 30
December 14
January 11, 25
February 1, 8, 22
March 8, 22,
April 5, 26,
May 10,
June 7, 14,
July 12, 26

The Committee began the year with two (2) appeals under formal consideration. Five additional grievances were formally filed by prospective appellants. One additional grievance was informally submitted to the chairs, but was not formally submitted to the University Committee. The FAGC discussed each case and engaged in preliminary fact finding for five of the seven cases. Fact finding included formal and informal communication with the appellants and those against whom they were grieving.

Of the grievances considered by the FAGC, the Committee felt that five of the seven had established prima facie cases and subsequently scheduled formal hearings for three of the cases. Two cases were concluded without a hearing upon finding no evidence to support the grievance.

Three policy changes were recommended at the final meeting of the FAGC on July 26:

1) To amend Faculty Appeals and Grievances Committee Specific Procedures to indicate that the FAGC may choose to dismiss the appeal at any point in its deliberations, under III. end of Paragraph 1, on page 3.

2) To amend Faculty Appeals and Grievances Committee Specific Procedures to indicate, at the end of paragraph 1, under II, page 3, the following phrase: Once the materials have been submitted to the Committee, all communication from the FAGC to the appellant will be in writing.

3) If a member of the FAGC files a grievance that comes before the FAGC, that member will resign from the FAGC.