



Committee on Conciliation

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THE UNIVERSITY OF ARIZONA®
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**Committee on Conciliation
ANNUAL REPORT 2017-18**

Committee Members	Department	College	Term
Jamie Ratner, CHAIR	Law	LAW	6/16-5/18
Faten Ghosn	Government and Public policy	SBS	6/16-5/18
Patrick Holt	Theatre, Film and Television	COFA	6/16-5/18

The Committee on Conciliation received one case this year. In Fall, 2017 a grievance was referred to the Committee on Conciliation by the Grievance Clearinghouse Committee (GCC). The Conciliation Chair (Prof. Ratner) assigned the matter to Committee Members Prof. Becerra and Prof. Kralovec. They met first with the grievant, who was amenable to dropping the grievance if the conciliation achieved useful communication with the party against whom the grievance was lodged and resulted in that person publically acknowledge their role in the facts on which the grievance was based. Professors Becerra and Kralovec then met with the party against whom the grievance was lodged, and that party was amenable to the grievant's requests. In early Spring 2018 Prof. Ratner replaced Prof. Kravlovec (who had difficulty scheduling face-to-face meetings because of her location in Sierra Vista), and Prof. Ratner and Prof. Becerra engaged the two parties in conversation, identified areas of agreement, and created a written memo of understanding between the parties. Each party reviewed the written memo of understanding, offered suggestions that Prof. Ratner incorporated into the memo, and ultimately each party agreed that the memo accurately reflected the understanding between the two parties. (The memo is on file at the faculty center.) Pursuant to the agreement, the party against whom the grievance was lodged communicated publically concerning the matters raised in the grievance (apparently to the satisfaction of the grievant, as we have heard nothing further from the grievant on the matter), and the grievant dropped the grievance.

The Chair of Conciliation met several times with the GCC on matters concerning filed grievances. Only the above-described grievance was referred to Conciliation. Several other grievances were evaluated by the GCC but ultimately were not referred to Conciliation. In three of the matter, including the above-described grievance, Prof. Ratner was asked to serve as acting de facto Chair of the GCC because the Chair of CAFT (the true de facto Chair of the GCC) had a conflict rendering the CAFT Chair unable to participate in the GCC evaluation of those grievances.

Submitted by Prof. James Ratner, Chair of Committee on Conciliation

