

The Grievance Clearinghouse Committee
2014-2015 Annual Report

<u>Committee Members</u>	<u>Department/College</u>	<u>Status</u>	<u>Term</u>
Linda Shaw	Disability/Psychoed COE	Chair, CAFT	2014-2015
James Cook	Art COFA	Vice Chair, CAFT	2014-2015
Joel Cuello	Agric/Biosys Engr CALS	Faculty Senator	2014-2015
Homer Pettey	English SBS	Chair, Conciliation	2014-2015
Mary Beth Tucker	Dir/Office Inst. Equity	OIE Representative	2014-2015
Karen Zimmerman	Art COFA	Chair, UCEC	2014-2015

The Grievance Clearinghouse Committee (GCC) members are the Chair of the Committee Freedom and Tenure (CAFT), the Chair of the Committee on Conciliation, the Chair of the Committee on Ethics and Commitment, a representative of the Office on Institutional Equity (OIE), and a faculty representative elected by the Faculty Senate at its May meeting. The Vice Chair of CAFT serves as a non-voting member. The bylaws make the Chair of CAFT the *ex officio* voting Chair of GCC. The GCC evaluates grievance petitions submitted by faculty members and makes an initial determination concerning which dispute resolution committee or office, if any, is the appropriate place for the submission. (The GCC has no authority concerning dismissals. Dismissals are regulated by the ABOR rules, and the dismissal process establishes requirements that eliminate the need for a GCC determination.) The GCC has the power to forward matters to Conciliation, Ethics, OIE, the Equal Opportunity/Affirmative Action Office or to CAFT (although it has no authority to require a grievant or respondent to participate in Conciliation).

Committee Actions:

Petitions:

GCC members reviewed two petitions during the 2014-2015 academic year, which were filed by a single faculty member.

- The first petition was received in December, 2014 and was based on a faculty member's charge that her teaching assignment was unreasonably altered due to retaliation, and possible gender bias. The GCC recommended that the matter be referred to Conciliation, but that the petitioner also be offered an opportunity to discuss the complaint with the OIA to determine whether she might wish to file a complaint through that office. The complainant did not contact the OIA. The Committee on Conciliation completed its work in March, 2015.
- The second petition was received in April, 2015 by the same petitioner, following her unsuccessful conciliation. This petition was based on a wrongful alteration of teaching assignment for Spring, 2015 (the same basis as the original complaint) due to "conflict of interest and academic freedom violations; and gender bias." The GCC recommended that the matter be referred to CAFT and the hearing is currently in the process of being scheduled.



The Chair acknowledges and thanks the work of the members and staff of the GCC for their efforts and for their careful deliberations in the matters brought before the committee this year.
Respectfully Submitted,

A handwritten signature in cursive script that reads "Linda R. Shaw".

Linda R. Shaw, Ph.D., Chair
Grievance Clearinghouse Committee