

THE UNIVERSITY OF ARIZONA®  
**General Faculty Standing Committee**  
Faculty Center  
1216 E. Mabel St. - PO Box 210456  
621-1342 (Fax: 621-8844)**Committee on Conciliation  
ANNUAL REPORT 2013-14**


| Committee Members                  | Department                     | College | Term      |
|------------------------------------|--------------------------------|---------|-----------|
| Homer Pettey, <b>CHAIR</b>         | English                        | HUM     | 6/13-5/15 |
| Michael Brescia, <b>VICE CHAIR</b> | Arizona State Museum           | NON     | 6/12-5/14 |
| Judith Bronstein                   | Ecology/Evolutionary Biology   | COS     | 6/13-5/15 |
| Samira Farwaneh                    | Mid. Eastern/No. African Stud. | SBS     | 6/12-5/14 |
| Terence O'Keeffe                   | Surgery                        | COM     | 2/14-5/15 |
| Daniela Zarnescu                   | Molecular/Cellular Biology     | COS     | 6/13-5/14 |

The Committee on Conciliation received four cases this year.

1. In August 2013, members were referred a dismissal case from the Office of the President. Committee members attempted to contact the respondent pertaining to the dismissal, but were unsuccessful. Conciliation members concluded that conciliation between the parties was not possible.
2. In September 2013, members were referred to a matter where the grievant alleged his department head falsified documents pertaining to his performance evaluation. The Conciliators found no evidence to support the grievant's claim. Conciliation was not successful.
3. In January 2014, members were referred to a matter where the grievant alleged that the department head had engaged in a pattern of mistreatment, including assignment of excessive teaching load. The grievant chose not to meet with the respondent making Conciliation impossible.
4. In January 2014, members were referred to a dismissal case from the Office of the President. Although Conciliators set up meetings with both the grievant and respondent, apparent due process problems on the part of a third party prevented timely meetings within the approved extension period. It will be necessary for the third party to rectify the due process missteps first before any further meetings can be scheduled and a reasonable attempt at Conciliation can occur.

The Committee on Conciliation's work could not have been completed without commitment of the various faculty members who donate a large amount of their time to serve on this committee.

Respectfully Submitted,



Homer Pettey, Chair  
Committee on Conciliation 2013-14

