

Grievance Clearinghouse Committee  
2015-16 Annual Report

**Committee Members**

Jennifer Jenkins	SBS	Chair, CAFT
Jeffrey Milem	COE	Vice-Chair CAFT
Mary Beth Tucker		Office of Institutional Equity
Steven Smith	COS	Chair, Committee on Conciliation
John Leafgren	COH	Faculty Senator
Raymond Runyan	COM	Chair, Committee on Ethics and Commitment

**Mission**

The Grievance Clearinghouse Committee shall be the faculty committee that accepts faculty members' written requests for grievance hearings and which determines which committee (Conciliation, Committee on Academic Freedom and Tenure, University Committee on Ethics and Commitment) or process (Office of Institutional Equity) should consider a grievance.

**Petitions**

The Committee reviewed two petitions in the 2015-16 academic year:

- A complaint by a tenured faculty member of violation of conflict of interest, gender bias, and violation of academic freedom by a department head and associate head was filed in April 2015. The hearing schedule for matters unrelated to retention is confined to the academic year, so the matter was forwarded by the 2014-15 GCC to the 2015-2016 CAFT Chair. A CAFT hearing was scheduled for October 2015.
- A complaint, filed in September 2015, against two members of the Committee on Conciliation who attempted to conciliate a grievance among a faculty member and the department head and associate head during the 2014-15 academic year. The head and associate head filed the grievance in response to the COC report on the matter, which was not conciliated. Grievants also asked that the COC report be suppressed. GCC has no mechanism for investigating its own process, and forwarded the matter to CAFT. The Vice-Chair of COC substituted for the Chair in this GCC meeting.
- GCC members and Faculty Officers met in January 2016 to discuss clarification of the Grievance Process in the Faculty Constitution and Bylaws. Amendments were drafted and forwarded to the Senate for a vote at the May 2016 meeting.

The Chair is grateful for the time and effort of GCC members, all of whom volunteer for service on this committee.

Respectfully submitted,



Jennifer L. Jenkins, MLIS, Ph.D.,  
Chair Grievance Clearinghouse Committee

