

Grievance Clearinghouse Committee
2017-18 Annual Report

Committee Members

Matthew Abraham	SBS	Chair, CAFT
Dante Lauretta	COS	Vice-Chair, CAFT (Non-voting)
Mary Beth Tucker	OIE	Office of Institutional Equity
James Ratner	LAW	Chair, Committee on Conciliation
John Leafgren	COH	Faculty Senator
Paul Bennett	LAW	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 four petitions in the 2017-18 academic year:

- A complaint regarding a department head's formal request to a faculty member to cease email communication with other members of the department, characterized as "email pressure," was filed in October 2017. The matter was forwarded to Conciliation, with the parties coming together and ultimately resolving the dispute through departmental deliberation and discussion about recognizing that academic freedom extends to the use of electronic communication such as email.
- A complaint regarding an Associate Dean's removal and replacement of a faculty member from a head search committee, even though the faculty member had been elected to the committee by the department, was filed in November 2017. The matter was referred back to the grievant, with the recommendation that the grievant consult with—and find relief through—the College Dean with respect to the Associate Dean's decision making.
- A complaint regarding a program director's instructions to a staff member to remove a faculty member from an email distribution list and to rescind the faculty member's reviewer access to view and evaluate graduate applications was filed in February 2018. The complaint was referred back to the grievant, with the recommendation that the faculty member seek informal resolution with the program director.

- A complaint regarding a program director's supposed interference with a faculty member's research, travel, and ability to carry out grant-related activities was filed in April 2018. The complaint was referred back to the grievant, with the recommendation that the faculty member find a feasible resolution through the College Dean.

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

Respectfully submitted,



Matthew Abraham, Ph.D., Chair
Grievance Clearinghouse Committee