



THE UNIVERSITY
OF ARIZONA

Academic Personnel Policy Committee

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The Faculty Senate
via E-mail

Re: APPC Report

Dear Senators,

At our first meeting of the semester (Sept 29), we were charged by Chair Hudson to evaluate grievances at the University of Arizona. The need derives from the perception that the grievance process is alienating, unfair, confusing, and onerous, in part because written policies are inconsistent or contradictory, timelines are ill- or un-defined, the possibility exists for appeal be adjudicated by conflicted parties, and because administrators can overrule committee findings without explanation. Some policies to change this have passed through APPC, but we have not seen them proceed (*i.e.*, be adopted) beyond that.

Our review of the fairness of the policies and outcomes will integrate well with the Constitution and Bylaws Committee's upcoming work focused on textual clarification.

The committee started by reviewing the outcomes of grievances from the last decade, data provided by the chair of the Committee on Academic Freedom and Tenure (and Grievance Clearinghouse Committee) (Ramin Yadegari). We met Oct 29 to discuss the data, and noted two trends: (1) the number of grievances that arise from issues of academic freedom (about half), and (2) the number of grievances that were unsuccessful (all but 3 were denied, unsuccessful, or overturned by the President). We concluded that understanding trends of how grievances are handled at UA – whether the grievance process is effective, *etc.* – is not possible with the data provided. Specifically, the role of administrative review of grievances is missing. We considered multiple means of moving forward.

We also began our analysis of Art. VII of the Faculty Bylaws and UHAP 7.01 (the Code of Conduct). The latter has been perceived to have been used to punish criticisms of administrative actions, in part due to its vague language. We will be proposing changes to the document to clarify and shore up its purpose, while safeguarding its purported protections.

Respectfully submitted on behalf of the APPC,

Keith A. Maggert, Ph.D., chair

cc: Faculty Center, file