



Grievance Clearinghouse Committee

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Grievance Clearinghouse Committee 2021-2022 Annual Report

Committee Members

Dalila Ayoun, COH	Chair, CAFT
Dian Li, COH	Vice-Chair, CAFT (Non-voting)
Sharon Dial, VET MED	Senate Representative
Jennifer Jenkins, SBS	Chair, Ethics
Kristen Klotz	Director, Office of Institutional Equity
Cynthia White, COH	Chair, Conciliation

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 seven petitions in the 2020-2021 academic year:

- A complaint from a faculty member was received on July 10, 2020 regarding salary cuts. The Committee declined to refer the case to any of the committees that fall under its purview because it fell outside of the purview of the Committee.
- A complaint from a faculty member was received on July 30, 2020 alleging attempts to curtail academic freedom. The Committee referred the case to the Committee on Conciliation.
- A complaint from a faculty member was received on October 14, 2020. An amended grievance was submitted on October 28, 2020. The Committee requested supplemental information from both the grievant and the respondent, met to discuss the case in light of the new information. The Committee concluded that the grievance could not be heard because the grievant was awarded due process, and the grievant's request fell outside the purview of the Committee.

- A complaint from a faculty member was received on December 17, 2020. The GCC unanimously concluded that the grievance could not be referred to any of the committees that fall under its purview because the grievant was no longer a member of the General Faculty. The grievance was filed on the same day as the last day of employment. The Grievance Policies and Procedures for Faculty outlined in the Bylaws state that the process provides “review procedures for members of the General Faculty.” Article II of the Faculty Constitution limits the definition of “General Faculty” to those individuals “who hold” faculty appointments or who have Emeritus status.
- A complaint from a faculty member was received on January 3, 2021. The GCC unanimously concluded that the grievance could not be referred to any of the committees that fall under its purview because the grievant was no longer a member of the General Faculty.
- A complaint from a faculty member was received on May 1, 2020 regarding a reprimand from a Dean. The Committee referred the case to the Committee on Conciliation.
- A joint complaint from two faculty members was received on March 15, 2021 regarding a letter of reprimand from a department head. The case was referred to CAFT, the Chair conducted pre-hearing interviews of the grievants and respondent, consulted with the OGC and met with a panel constituted to review the case. The panel unanimously decided to refer the matter to the Committee on Conciliation.

The Chair is grateful for the work and expertise of GCC members, all of whom volunteer their time to serve on this important shared governance committee.

Respectfully submitted,



Dalila Ayoun, Chair
Grievance Clearinghouse Committee