

Faculty Grievance Committee

Meeting, 3:00 PM, January 19, 2012, Merkert 212

In attendance: Joe Tecce, Michael Clarke, Robin Wood, Kalpana Seshadri, Ray Maddoff

The meeting convened at 3:05 pm.

New members (Professors Kalpana Seshadri and Ray Maddoff) were introduced.

The minutes Minutes of 4-13-11 Meeting were discussed. As several points in the minutes needed clarification, the minutes will be reviewed with Lynn Johnson and Bill Keane before approval.

The internet posting of minutes will be discussed at the next FGC meeting.

There was a discussion as to whether legal consultation would be desirable before posting the minutes, which would only include procedural matters rather than the substance of any grievance.

Guidelines concerning possible conflicts of interests (COI) regarding the FGC were discussed. The following appended COI Guidelines were unanimously approved.

It was also unanimously decided that the FGC will submit an annual report to the faculty in January of each year. The annual report should include: current FGC procedures, a compendium of the number and general nature of grievances filed in the previous year, and their status (declined, pending or the generic recommendation and whether the action of the appropriate administrative official was in accord with the recommendation). Appeals following a recommendation should also be noted.

A grievance submitted to the chair on December 12, 2011, was unanimously accepted for review and a procedure for interviewing the grievants and the concerned administrator at our next meeting was agreed upon.

Respectfully submitted,

Michael J Clarke
1/19/2012

Faculty Grievance Committee Conflict of Interest Guidelines

A conflict of interest exists in any situation in which a faculty member has an outside interest that might affect, or appear to affect, his or her judgment in carrying out University responsibilities. Specifically:

1. Faculty Grievance Committee (FGC) members with a financial interest in a grievance shall be recused.
2. FGC members who are participants in a grievance before the committee shall be recused from considering that grievance.
3. FGC members, who are also members of the same department, as a grievant will normally be recused. However, the FGC may consider a grievant's request that an FGC member of the grievant's department hear the grievance.
4. The FGC may consider a request for recusal of a member from a grievant. At the time the grievance is submitted to the FGC, the grievant may also submit the names of any members of the FGC, whom the faculty member wishes to challenge for bias, prejudice or personal interest in the proceedings, and the specific grounds for any such challenge. The FGC Chair shall determine the sufficiency of the challenges. If the Chair is challenged, the Committee shall elect a member not so challenged to act in the Chair's place in determining the sufficiency of the challenge. If the Chair finds the challenge sufficient, the Chair shall appoint an appropriate member from the same School or College, or if that is impossible, another member to replace the challenged member.