

Grievance Committee
Vanderbilt University Senate
Report for Academic Year (2014-2015)
Chair: Agnes B. Fogo (School of Medicine)

Committee Members:

Agnes B. Fogo, Chair, Medicine
Tom Christenbery, Nursing
Richard F. Haglund, Arts & Science
Terry Maroney, Law
Graham Bradley Reside, Divinity
William F. Walsh, Medicine

Charges Assigned for 2014-2015:

1. Hear Grievances.

Work Accomplished:

1. Filed Grievances (2):
During the 2014-2015 session of the committee, two formal grievances were filed. For both filed grievances, the committee followed the process stipulated in the faculty manual. One grievance was complex, as it possibly had passed the 60 day period for filing of a formal grievance, and had briefly been considered the last academic year. Over the course of several meetings the committee accomplished the following: The committee performed an initial assessment of the grievances to determine if they reasonably represented a non-spurious claim when viewing the claims of the Grievant in the best possible light for the Grievant. To make an assessment, the committee requested additional documentation from the Grievant and from additional entities involved with the circumstances surrounding the grievance. The committee then considered in follow up meetings all of this information. For one grievance, the Grievance Committee determined that the grievance was filed prematurely before any potential disciplinary actions had been taken in regards to specific events. For the second grievance, the Grievance Committee determined that the grievance failed to present a good faith non-spurious claim of breach of obligations by representatives of the university. The final report of these findings was communicated to the faculty member in question.

Recommendations for Next Year and Beyond

1. Hear Grievances. We agree with the previous year's committee that the committee should be dedicated full-time to hear grievances, with the added task to review chapters of the Faculty Manual that reasonably fall within the purview of the committee as an additional task, if time permits.