Committee: Grievances Committee

Chair: James Hudnut-Beumler

Members: Carolyn Audet  
         Lola Chambless  
         Berk Sensoy  
         Tracy Sharpely-Whiting  
         Yesha Yadav  
         Eli Zimmerman

EC Liaison: Catherine McTamaney

Committee Description:

Committee is charged to Review as needed with hearing Type B grievances

Committee Charges

Charge 1: Develop a guide for the Grievances Committee.

- Background: Grievance procedures for committee rely on individual leadership organization, etc.
- Action: Charge was wrapped into the reorganization of Faculty Senate records function so that future policies and actions can be obtained upon discovery or Grievances Committee need.

Charge 2: Consider the advantages and challenges of having an ombudsperson at the University.

- Background: Determine use of this position at other peer institutions. Faculty have raised interest in ombudsperson.
- Action: The committee briefly discussed the charge, but took no action in light of grievance activities and the Faculty Manual section update. Materials about other schools has been preserved.
Charge 3: Evaluate alignment between grievance processes.

- Background: Faculty have raised concerns that grievance policies may be different between differing groups
  - VU and VUMC
  - Faculty and Student
  - Faculty Manual
  - Student Life
- Action: The VU and VUMC alignment of policies was resolved in the actions taken to update the Grievances procedures.

Charge 4: Work with the FMC on edits to the Grievance Process which were started in 2017-18.

- Including the time frame for the grievance process as defined in the FM. (i.e. calendar days versus business days).
- Naming of persons involved in the Grievance. (i.e. appellant and griever)
- Action: Working with the FMC and Office of General Counsel, a revision to the procedures for Type A and Type B faculty grievances was recommended to and adopted by the Faculty Senate and forwarded to the Chancellor.

Suggestions for Future Charges/Actions

Suggestion 1
- Investigate the issue of the relationship of advice and counsel provided by the Grievances Chair and the Faculty Senate Chair to parties with would be grievances to the use of a faculty ombudsman as utilized by other universities. The committee should seek the views of the Vice Provost for Faculty and counsel with the OGC who deal with the resolution of faculty issues outside the purview of the committee.

Suggestion 2
- Develop a guide to the procedures and practices of the Grievances Committee to the degree they are not already reflected in the revised Faculty Manual, once the revisions are official.