

Grievance Committee
Vanderbilt University Senate
Report for Academic Year (2012-2013)
Chair: John M. Braxton (Peabody College)

Committee Members:

John Braxton, Chair, Peabody (2013)
Sal March, Owen (2013)
Bruce Hughes, A&S (2013)
Eric Barth, Engineering (2014)
Mark Cannon, Peabody (2014)
Paul Lim, Divinity (2015)
Gregory Huffman, A&S (2013)
Margaret Tarpley, Medicine (2015)

Charges Assigned for 2012-2013:

1. Hear Grievances
2. Develop methods for handling cases of faculty misconduct at the time of tenure review.
3. Examine the processes used by Equal Opportunity, Affirmative Action and Disability Services (EAD) in its investigation of grievances involving faculty members.

Work Accomplished:

1. Grievances.

The Committee received two grievances that were received by the Chair within 60 days after the grievant became aware of the action forming the basis of grievance. One of the two grievances was not investigated by the Committee as the Committee unanimously determined that the grievant failed to present a good faith, nonspurious claim of breach of obligation by representatives of the University including an obligation to adhere to expressed or implied terms of a faculty member's contract, including relevant portions of the Faculty Manual as well as failed the test of "whether allegations in the grievance taken in their most favorable light, if proven, would constitute a breach of an obligation owed to a faculty member as described at page 115 of the *Faculty Manual* (p. 121-122)."

The second grievance resulted in a filing of a report to the Chancellor. The report was accepted by the Chancellor. This grievance has ended.

2. Methods for handling cases of faculty misconduct at the time of tenure review.

No work on this charge was completed because of the Committee workload handling grievances.

3. Examine the processes used by Equal Opportunity, Affirmative Action and Disability Services (EAD) in its investigation of grievances involving faculty members.

No work on this charge was completed because of the Committee workload handling grievances

Recommendations for Next Year and Beyond

1. Hear Grievances. This should be the only charge for the Grievance Committee given the time required to handle grievances