

Grievance Committee
Vanderbilt University Senate
Report for Academic Year (2013-2014)
Chair: Eric J. Barth (School of Engineering)

Committee Members:

Eric Barth, Chair, Engineering
Donald Brady, Medicine [Executive Committee Liaison]
Mark Cannon, Peabody
Margaret Tarpley, Medicine
Cathy Jrade, A&S
Kathryn Anderson, A&S
Terry Maroney, Law
Al Powers, Medicine
Graham Reside, Divinity

Charges Assigned for 2013-2014:

1. Hear Grievances.
2. Make recommendations for revisions of the Faculty Manual, Part IV, Chapters 1 and 2.

Work Accomplished:

1. Faculty Manual recommendations:
In October of 2013, the Grievance Committee was charged with making recommendations for revisions of the Faculty Manual. Specifically, Part IV, Chapter 1 "Disciplinary Actions" and Chapter 2 "Faculty Grievances" of the Faculty Manual were to be considered. The charge was to revise the language such that it was accurate and non-contradictory with other parts of the Faculty Manual. A secondary charge of the committee was to make recommendations on modifying the process if necessary. After an initial review of these chapters by the committee, the committee invited Raiford and McNamara to appear before the committee to discuss the "research conduct" content in the chapters being reviewed. The committee met two additional times and proposed and discussed revisions. This work was interrupted and tabled due to a Grievance filed on 12/17/2014.
2. Inquiries (2) and Filed Grievances (1):
During the 2013-2014 session of the committee, two inquiries of the Chair were made by faculty considering filing a grievance, and one formal grievance was filed. One of the inquiries has passed the 60 day period for filing of a formal grievance and has therefore expired as a viable grievance. The second inquiry is currently under consideration for a formal filing by the grievant

and will remain so until 4/28/14. For the one formal grievance that was filed, no inquiry was made before the filing. For this filed grievance, the Committee followed the process stipulated in the Faculty Manual. Over the course of several meetings the Committee accomplished the following: The Committee performed an initial assessment of the grievance to determine if it reasonably represented a non-spurious claim when viewing the claims of the grievant in the possible light. Having passed this test, the Committee requested additional documentation from the Grievant and the charged parties, and then circulated this to all parties involved. Interviews of the grievant and the charged parties were then invited and conducted. A final report of this grievance is currently being drafted.

Recommendations for Next Year and Beyond

1. Hear Grievances. Due to the time required to conduct the full deliberative process of hearing grievances, the charges assigned to the Grievance Committee beyond hearing grievances should be limited to those that critically require this specific group. A review of the Chapters of the Faculty Manual as described above reasonably falls within the purview of the Committee and should be resumed in the next term if time permits.