

Faculty Senate

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Faculty Grievance Committee

Annual Report

Membership

Deborah Pence '08, Chair	Mechanical Engineering
Jeri Hemmer '08	Human Resources
Matt Cannon '09	Animal Sciences
Jay Sexton '09	Forest Science
Janet Nishihara '10	Educational Opportunities Program

Alternate

Tom Wolpert '08	Botany and Plant Pathology
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Summary of Activities

Two grievance hearings were held during the 2008-2009 academic year. They were both in the same college. One centered around the promotion and tenure review process, whereas the second involved the denial of an annual raise. Based on evidence presented at these hearings, the members of the Faculty Grievance Committee came up with three recommendations that we wish to share with the Faculty Senate for consideration.

Recommendations

1. In order to eliminate any appearance of bias, the department, school, and college Promotion and Tenure committees should be constituted using a transparent, democratic process.
2. Mixed messages should be avoided when feedback is given on annual performance reviews or any type of review, including the awarding of salary increases.
3. There is no excuse for the violation of the Procedural Guidelines for Promotion and Tenure, which were deemed by the committee to have occurred.

Note that the first recommendation, based on the June 11 Faculty Senate meeting during which new guidelines were approved for the election of college level Tenure and Promotion committee members, appears to be coming to fruition at the college level.

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