

Faculty Senate

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Faculty Grievance Committee

Annual Report 1997-98

OFFICE MEMO

Date: 7/6/98

From: Roger Nielsen, Chair

Subject: Annual Report of Grievance Committee

As per our guidelines, the work of this committee is conducted under strict confidence. Therefore, I cannot comment on any specific dealings of the committee. In addition, since the actions of the committee are dictated by the number of grievances filed, we have no agenda other than to serve as honest intermediaries, and make recommendations to the university that protect the rights of the faculty. We have had several inquiries over the past year, however, none resulted in an actionable formal grievance to the committee as of July 1.

Nevertheless, the type and number of inquiries suggests a larger problem within the university. Most of the inquiries from this past year were from fixed term employees who had been discharged due to budget reductions. The guidelines for this committee state that fixed term employee contract termination is not grievable except under extreme conditions. This has resulted in the (perhaps correct) impression to all non-tenure track faculty that they are expendable and can be dismissed at the whim of any administrator. I feel that this attitude, plus increase in the proportion of faculty that are fixed term, should be of great concern to all the faculty. These faculty make an indispensable contribution to the overall effort of the university and should be treated fairly. This issue deserves the continued attention of the Faculty Senate.

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