

# Faculty Senate

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## Faculty Grievance Committee

### Annual Report 1999-00

June 29, 2000

To: Faculty Senate Office  
From: Debbie Jimmerson, Chair  
Faculty Grievance Committee  
Subject: Annual Report

Members of the Faculty Grievance Committee for 1999-2000 were Debbie Jimmerson, Karin Hardin, Phil Rossignol, Jennifer Cornell, and Judy Osborne. The Faculty Grievance Committee conducted one hearing on a formal grievance during 1999-2000 and had one informal inquiry. The hearing concerned graduate faculty status and related issues, and the informal inquiry concerned a promotion and tenure decision.

Although details of hearings must remain confidential, committee members who have served the last two years have noticed a pattern in regard to supervisory skills appearing in this year's grievance and in those filed last year. In the hearings, we were disturbed by details of supervisory mistakes, in some cases blunders, that have caused harm to employees or placed the University in jeopardy of legal action. There has been a history at OSU that academic-rank supervisors often do not attend supervisory training. Being a supervisor of others, and conducting those duties in a responsible manner, requires additional training beyond one's Ph.D. We recommend to the OSU Provost that supervisory training be mandated for academic-rank supervisors; in fact, we feel this is imperative if OSU is to avoid future litigation. We ask the Executive Committee to forward this recommendation to Provost White.

Another issue arising from this year's grievance hearing concerns a recommended revision to the Graduate Faculty Review policies. An initial appointment to the graduate faculty requires both Department Head and Dean's signatures. Removal or change in status does not, only the Department Head's signature is needed. In our letter to President Risser regarding resolution of the grievance, the Committee

asked that the policy be changed so that a Dean's signature is also required for removal or change in status. The purpose of this is to add another layer of review to avert potential problems. President Risser, in his response to the Committee, asked that this recommendation go forward to the Dean of the Graduate School from the Executive Committee.

Committee members continue to see the need for an ombudsman position at OSU where faculty may get support and advice from a neutral party. We strongly urge the Executive Committee to follow up on this recommendation, perhaps through a Faculty Senate task force.

The Faculty Grievance Committee met with the Mediation Committee once during the year to discuss procedures relating to grievances and making potential grievants aware of the mediation process available to them. It was determined in our discussions that more comprehensive information regarding the grievance process is needed. This year's Committee began work in late June on developing information on the grievance process, how it works, and what to expect in a hearing situation. This information is to be made available on the Faculty Senate web site and possibly in a brochure format. Work on this will be completed in 2000-01 and continuing Committee members will see this through.

The continuing Committee members for 2000-01 are Phil Rossignol, Jennifer Cornell, and Judy Osborne. Committee members completing their service on June 30, 2000, are Debbie Jimmerson and Karin Hardin.

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