

Five-Year Review Faculty Grievance Committee

Standing Rules

The Faculty Grievance Committee, as an instrument of the "Faculty Grievance Procedure," shall meet with University faculty members to consider grievances that are not resolved through informal processes. The role, activities, and responsibilities of the committee are defined in the "OSU Faculty Grievance Procedure," referenced in the Oregon Administrative Rules. The Committee consists of five academic employees, with faculty rank or professional title, at least one of whom shall be female and one faculty member from an underrepresented population, chosen by the Faculty Senate Executive Committee. Any academic employee with Faculty rank or professional title may submit nominations to the Executive Committee for consideration. The Chair of the Committee shall be selected by the Executive Committee of the Faculty Senate. Three members of the Faculty Grievance Committee shall constitute a quorum.

(It is recommended that at least one member of the Committee should have legal training.)

(Note: OAR 576-50-015 and -020 provide for separate mediation and grievance processes which require two separate committees.)

(03/02)

1. Do the Standing Rules clearly reflect the function and composition of this Committee?

Yes the standing rules describe the function and form of the committee.

The standing rules clearly state the composition of the committee, five academic employees, with faculty rank or professional title, at least one of whom shall be female and one faculty member from an underrepresented population, chosen by the Faculty Senate Executive Committee. (However, when I went to the website and looked at the membership for the last two years I found a discrepancy. In 2004-2005 the Faculty Grievance Committee had six members and 1 alternate which was listed as TBA. In 2005-2006 the membership list had five members with 1 alternate listed. The standing rules do not mention an alternate member, they clearly state there will be five members.

The function of the committee is very clearly defined in the Faculty Grievance Procedures which have been attached to the paper copy of this report.

2. Have the Committee's actions/functions, as reported in the annual reports and by consulting with the current Chair and Committee, been consistent with their Standing Rules?

The last annual report of the Faculty Grievance Committee was 2002-2003. At that time they made a couple of suggestions for the Promotion and Tenure Guidelines and then a recommendation that the next committee discuss the need for more members. (Note: since there is no annual report from the next committee, it may be where the alternate member idea originated, but I cannot confirm this by review of the reporting structure.)

I would like to recommend the Faculty Senate require a report from the committee, even if it just relates the fact there were no grievances filed in a particular year.

3. Do the annual reports provide a memory of the issues this Committee addressed, their activities, and any outcomes?

The annual reports on the web 1997-2003 document the committee activities and the outcomes they could report, as well as suggested actions for some of the future committees.

The Chair of this committee thinks they are “a very useful way of maintaining an ‘institutional memory’ to share thoughts and experiences across time. This is especially important because committee members are often inexperienced in the tradition and execution of grievance Committee practices.”

Since there were no scheduled meetings listed on the website, I asked the Chair of the Committee if they have scheduled meetings throughout the year and if they discussed the last annual report and the actions suggested in that report.

When I asked this question they said they were continuing in the recent tradition of only meeting when disputes were referred to them and that he thought the time to have a meeting about past reports, etc. would be toward the end of the academic year and part of their annual report preparation.

4. What has been the role/benefit of the student members?

Students are not allowed to serve due to the nature of this particular committee.

5. What connection is there to the University’s strategic goals?

The three strategic goals adopted by Oregon State University are:

- To create a compelling learning experience for our students, staff and faculty;
- To be recognized as a top-tier university on all scales of measurement; and
- To treat the State of Oregon as the campus of Oregon State University.

It is difficult to know how to answer this question regarding a grievance procedure which may or may not end satisfactorily for either party.

When asked this question, the committee chairperson stated they are “a service to both the faculty and OSU Administration in trying to resolve disputes.” Perhaps this “service” in turn relates to the strategic goals when all is said and done, hopefully making the party who filed the grievance at the very least feel heard, thereby helping all of us be able to focus more on creating a compelling learning experience.

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