Annual Report of the Grievance Committee 2019-20

Members:
Beth Lloyd - Teacher Education (Chair)
Mikati, Rana - History
Overby, Jason - Chemistry and Biochemistry
Vassilandonakis, Yiorgos - Musics
Wise, Carl - Hispanic Studies

Alternates
Alexander, Kristin - Theatre and Dance
Day, Christopher - Political Science
Jurisich, Elizabeth - Mathematics
McCauley, Renee - Computer Science

One grievance was sent to the chair, brought to the committee, and resolved. The committee proposed new language to the bylaws committee. The chair worked with a member of the college’s legal affairs department to gain clarity on the legal protection provided faculty members; this was shared with the committee. Discussions were begun with upper administration regarding the type of training committee members should receive to best serve their roles in helping future grievants; this will be old business to address in the coming academic year.

We voted electronically as a new committee for the 2020-21 school year and determined that Yiorgos Vassilandonakis will co-chair the committee with the help of former chair, Beth Lloyd.

Respectfully submitted,
Beth Lloyd
Minutes: Grievance Committee [hereafter, “GC”] Training

Electronic
October 1, 2019
GC chair reached out to several administrators regarding arrangements for GC member to receive some sort of mediation training.

In-person meeting
October 21, 2019 at 1:30
Attendees: Beth Lloyd (GC chair), Ed Pope (VP Human Resources), and Deanna Caveny (Associate Provost)
Purpose: Discuss expectations of training for GC members as indicated in the FAM. Determined need for conflict resolution, rather than mediation training. Brainstormed who may be able to help GC with this. Came up with a person, Terry Baggott, and ended meeting with Ed planning to set up a meeting with Terry.

A meeting was set up with Terry Baggott by Ed Pope on November 14, 2019 2:00-3:00 pm. Deanna Caveny and Beth Lloyd were invited. Beth could not attend.

Electronic
November 21, 2019
Chair of committee wrote the following to the committee members: “Deanna Caveny and Ed Pope are trying to secure someone to train us in some form of conflict resolution. They had a call with a gentleman last Thursday. I will follow up with them to see how that went.”

OLD BUSINESS TO ADDRESS 2020-21: Follow up on GC training.

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Minutes: Re: Meeting with General Counsel

November 6, 2016
Attendance: Beth Lloyd (GC chair) and Angela Mulholland (CofC General Counsel)
Purpose of the meeting: Determine what legal defense services are available to a faculty member if faced with litigation associated with his/her role as a faculty member. This was explained; notes were taken; notes were verified by legal department (via email – 11/19/19); and, subsequently, notes were shared with the full grievance committee (via email – 11/21/19).

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Minutes: Re: Grievance

Note: Minutes left purposely vague given the confidential nature of the committee’s work
Electronic
Mid November, 2019

Chair of the committee was contacted to about a potential grievance. The GC chair and grievant spoke and first worked out a plan to simply talk with a few members of the College to resolve the issue before having the grievant go through the official grievance procedure. This was unsuccessful; therefore, a formal grievance was sent to the committee for review.

Chair explained via email that the committee would meet with the grievant. They would then determine if this is a grievance that falls within the committee’s purview and, if so, determine what would help grievant in resolving the grievance. Grievant’s letter was shared via email with the committee.

In-person meeting

Time and location: Wednesday, December 4th, 1:15-2:45; Room 204, 86 Wentworth

Attendance: Beth Lloyd (Chair); Jason Overby; Yiorgos Vassilandonakis; Carl Wise; GRIEVANT; Invited Guest: Simon Lewis (Speaker of the Faculty Senate)

Grievant explained the situation. Ideas were brainstormed and plan for resolution determined, involving submitting updated language to the Bylaws Committee. The chair was tasked with writing the email to upper administration and the Bylaws Committee.

Electronic

December 13-16, 2019

Chair sent a document to reflect the determined resolution. Committee voted electronically in favor with minor edits (copying the grievant on all correspondence). Document was shared with upper administration and the Bylaws Committee chair, Michael Lee, as part of the resolution.

President Hsu received letter and asked the Provost to meet with chair to make sure that upper administration followed through with meeting the desired resolution.

In person meeting

January 16, 2020

Attendees: Beth Lloyd (chair of GC); Fran Welch; Deanna Caveny
Chair and members of the senior leadership team met and determined that the Grievance Committee would continue to work on revising the language in the FAM to reflect the issues brought to light by the earlier grievance.

Electronic

February 24, 2020

Earlier all committee members worked and voted on the proposed language, via email. On 2/24, the additional suggested changes were sent from Committee to Michael Lee for vote within the Bylaws Committee.

Electronic Meeting

May 2, 2020

All members voted on chair for 2020-21 school year. Unanimously in favor. Yiorgos Vassilandonakis will co-chair the committee with the help of former chair, Beth Lloyd.

Members voted to approve annual report and minutes.