

Faculty Senate Grievance Commission-- Annual Report (April 2014)

The Faculty Senate Grievance Commission of the University of Pennsylvania is an independent committee consisting of three faculty members appointed by the Faculty Senate Executive Committee. This Commission is available to members of the Penn faculty and academic support staff who allege they have been subject to action that is contrary to University procedures, policies, and/or regulations, that is discriminatory, or that is arbitrary. During the Academic Year 2013-2014, the commission was composed of Robert Hollebeek (Physics and Astronomy, Past Chair), Martha A.Q. Curley (Nursing, Chair), and Rogers Smith (Political Science, Chair Elect).

During the year, the Commission was approached by two members of the faculty, both had been denied either promotion or a continued appointment.

In each case, the individuals had several initial discussions with the immediate past chair and the current chair of the commission about the grievance process, the circumstances of the case, discussions about clarifying the issues that might be grounds for a grievance, and discussions about the procedures for submitting a formal grievance letter. In both cases the Commission chair pursued additional information from the potential grievant' s department or dean.

In both cases, the commission as a whole reviewed the case in detail, each member reaching an independent conclusion about the merits. In both cases, the chair consulted the commission for a consensus after reaching a decision about whether the cases should result in a hearing panel. Neither case was forwarded to a hearing. No cases remain outstanding for consideration in the coming year.

During the year, the Commission collectively reviewed the proposed changes to the faculty grievance procedure (section II.E.12 of the Faculty Handbook) and provided comments on the prehearing procedures .

Respectfully submitted,
Martha A.Q. Curley (Grievance Commission Chair, 2013-2014)