

## Report of the Faculty Senate Grievance Commission 2019

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 the University procedures, policies, and/or regulations, that is discriminatory, or that is arbitrary. During Academic Year 2018-19, the Commission was composed of James Palmer (PSOM/Otorhinolaryngology, Past Chair), and Martha Farah (SAS/Psychology, Chair), and Connie Ulrich (Nursing, Chair-Elect).

During this year the commission was approached by three faculty members concerning a variety of issues. One case involved a long-standing but unresolved problem with laboratory facilities. After discussions with the commission chair concerning the requirements and procedures for a formal grievance, the professor opted to pursue other courses of action. A second case, involving procedures for reappointment as an assistant professor, was resolved within the faculty member's school. The third case, regarding compensation, grants management, and intellectual property, remains under discussion between the faculty member and the commission chair.

– Martha Farah (Grievance Commission Chair, 2018-2019)