

Faculty Misconduct Review Committee

The Faculty Misconduct Review Committee had no cases during the 2022-2023 academic year.

Faculty Medication Committee

The Committee responded to five petitioners during the 2022-2023 academic year. The first case in the fall centered around potential inequities in salary, named fellowships, and a lack of PhD students being assigned. A subcommittee of Anna Marie and Julia worked on this case which extended through four meetings in the fall semester. Another petitioner in the fall requested assistance with a course buyout request denial. Tatiana and Selene served on the subcommittee who handled this case which included one meeting; the issue was subsequently resolved without further input from the committee. In the late fall, a petitioner requested assistance with the denial of a named professorship. Julia and Iman took the lead on this case which included multiple meetings and stretched into the spring semester due to scheduling difficulties. That case was eventually resolved with a meeting including the involved parties that ended in a mutually acceptable arrangement. In the spring semester, a case involving possible salary inequities and not being paid for work performed was resolved in one meeting with Anna Marie and Margaret and the petitioner. The petitioner was provided with a list of contacts and ways to find resolution. Finally, also in the spring, a faculty member raised concerns about a change in criteria for a canceled faculty search. That petitioner met with Julia and Anna Marie who advised the petitioner about ways to move forward.

The Committee also met as a group and discussed the need for clarity as far as the role of the committee and what expectations to set when faculty come to us. Since there is no training in mediation that committee members undergo, we describe the role of the committee as one of listening and helping guide petitioners to next steps.

Faculty Board of Review

There were four cases brought before the Board during the 2022-2023 academic year: one in the Summer, two in the Fall, and one in the Spring. The first was a summer case of non-reappointment for tenure-probational faculty; the Board upheld the school's decision not to reappoint. The next cases in the Fall involved one case of contract resolution for a faculty member who belonged to two departments on our campus. The Associate Dean of the school involved in that case found another way that this case could be resolved, and the case was withdrawn. The third case was a case regarding sanctions levied against a faculty member for sexual harassment. The Board rendered a decision that would reverse the original findings in the case, based on having reviewed the same evidence that was originally presented to the Office of Institutional Equity concerning this case. However, our decision was reversed by the Provost. The final case we received was in the Spring, concerning matters of age and gender discrimination. As this case was sent to us first instead of to the Office of Institutional Equity, we recommended beginning with their office and this case was also removed from our docket.