

## **Faculty Misconduct Review Committee 2023-2024 Committee Report**

The Faculty Misconduct Review Committee had no cases during the 2023-2024 academic year.

Following a well-publicized controversy regarding sanctions issued to a member of faculty which the FMRC considered to be serious, but about which the committee was not consulted, the committee requested more transparency from the VPFAA and the Provost. The Provost subsequently requested monthly meetings between the VPFAA and the FMRC in which we are updated on the status of misconduct cases which have come to, or have originated in, the OVPFAA. These meetings commenced Spring 2024 and have continued regularly since then, including throughout the summer, with cases identified only according to the general nature of the misconduct. These meetings have proven to be helpful as updates to the committee, and as the occasion for discussions regarding policy and process issues surrounding faculty misconduct cases. Recognizing that full articulation between campus and university policies has not been achieved, this committee encourages the OVPFAA continue these meetings and transparent consultation with the FMRC regarding disposition of all cases.

The FMRC met with the Faculty Affairs Committee in January 2024 to give input to that committee regarding their discussion of revisions to [ACA-BL-D27](#), and endorsing the position that the FMRC be consulted regarding all cases coming to the VPFAA regardless of the anticipated severity of potential sanctions.

## **Faculty Mediation Committee 2023-2024 Committee Report**

The Committee responded to four petitioners during the 2023-2024 academic year. The first case centered around potential inequities in salary. Mediation was refused by the school and the case was referred to the Board of Review for further action. The second case had the petitioner requesting assistance with completing an MOU from the 2022-2023 academic year which dealt with the denial of a named professorship. Rachael as chair worked with the unit and faculty member over the fall and spring semesters to get the agreed upon mediation written into a MOU and signed. The third case centered around bias in annual reviews and potential inequities in salary. Virginia and Katherine served on the subcommittee who handled this case. Finally, the fourth case involved a named chair position, salary issues and research funding. A subcommittee of Rachael and Sabine worked on this case which extended through multiple meetings.

## **Faculty Board of Review 2023-2024 Committee Report**

- The Faculty Board of Review (FBR) for 2023-24 comprised K. Allen Davis, Ken Dau-Schmidt, Lessie Frazier, Jane Grogg, and Moira Marsh. Jane Grogg joined the Board in September 2023 to replace Karen Gahl-Mills when we realized that Karen was ineligible to be elected to the FBR.
- K. Allen Davis and Ken Dau-Schmidt were slated to rotate off the FBR by May 1<sup>st</sup>, 2024, but continued working on cases through June. This service beyond the call of duty was occasioned

not only by the need to conclude lengthy cases that began during their term, but also because the chair, who has never mastered the intricacies of the Gregorian calendar, forgot that FBR terms end on April 30. The chair apologizes for the oversight and promises to buy a calendar as soon as possible.

- The FBR responded to 11 cases received between June 29, 2023 and June 3, 2024. 3 cases were referred to mediation or to a school salary committee after a preliminary review by two FBR members. (In addition, the chair provided advice to two other faculty who did submit a formal appeal or grievance.)
- The 8 cases that were not referred were heard by the full FBR. Of these, 2 were grievances about salary and/or conditions of work, and 6 were appeals. The FBR recommended that the faculty member be sustained in 4 cases, partially sustained in 3 cases, and not sustained in 1 case.
- Full anonymized details of the FBR case load this year are in the table below.
- FBR proceedings are lengthy; this year the time from receipt of a case to the when Board sent its recommendation to the Provost ranged from 6 weeks to almost 4 months.

#### Faculty Board of Review Cases Received, 2023-24

Date received	Date Concluded	Type	FBR Recommendation/Action	Unit	Grievant's status
6/29/2023	10/2/2023	UA-03 appeal	Partially sustained	JSOM	TT
8/8/2023	10/9/2023	Salary	Sustained	COAS	Acad specialist
9/8/2023	N/A	Salary	Referred to mediation	HLS	TT
10/18/2023	N/A	Conditions of work	Advice only	KSB	TT
11/10/2023	N/A	Salary?	Referred to mediation	COAS	TT
11/28/2023	N/A	Salary; conditions of work	Advice only	KSB	NTT
12/11/2023	4/4/2024	ACA-33 appeal	Partially sustained	HLS	TT
1/26/2024	3/28/2024	ACA-33 appeal	Sustained	HLS	TT
2/14/2024	N/A	Salary	Referred to school	COAS	NTT
3/27/2024	7/9/2024	Salary, conditions of work	Partially sustained	COAS	TT
5/3/2024	6/22/2024	Appeal of promotion decision	Sustained	SPH	TT
5/17/2024	7/29/2024	Appeal of non-reappointment	Not sustained	COAS	NTT
6/3/2024	7/17/2024	ACA-33 appeal	Sustained	HLS	TT