

**Faculty Rights and Responsibilities Committee  
Mid-Year Report for AY 2015/16  
December 1, 2015**

The Faculty Rights and Responsibilities committee co-chairs met and/or consulted (confidentially) with 5 faculty considering filing grievances from Summer 2015 through Fall 2015. The grievance topics included inappropriate termination of contract, unfair merit evaluation, unsupportive work environment, and a dispute over being terminated for cause.

On September 23, we met with the Senate's Executive Board to discuss the grievance process. Most of the discussion dealt with the FR&R co-chairs' request for a feedback loop after grievance hearings are held. Currently, FR&R is given no indication how cases are ultimately resolved. The goal is to provide the committee with a summary of case resolutions that adhere to necessary areas of confidentiality.

Another point discussed was the lack of clarity of the grievance process in the Faculty Handbook. We were asked to create a timeline of the grievance process to highlight important dates. This is currently in draft form and we hope to submit a final version soon.

Respectfully submitted,

Prof. Ayse Imrohoroglu, Co-chair  
Prof. Steve Bucher, Co-chair  
Chuck Gomer, Co-chair