

Faculty Rights and Responsibilities Committee
End-of-Year Report for AY 2016/17

The Faculty Rights and Responsibilities committee consulted with 12 faculty considering filing grievances in Summer 2016, Fall 2016, and Spring 2017. The issues identified by the faculty members included:

- Non-reappointment issues
- Department culture
- Unfair processes
- Lack of transparency of merit evaluation
- Hostile work environments in various forms
- Lack of due process
- Unclear policies

Based on our experiences this year, we offered the Academic Senate Executive Board several recommendations, including suggestions on how to better inform faculty of their rights, responsibilities and options; ways for faculty to better participate in the grievance process; and a call for more transparency in the merit evaluation process.

Again this year we include a note of thanks to Connie Roque for assisting us in coordinating our consultations with faculty.

Respectfully submitted,

Prof. Stephen Bucher, Co-chair

Prof. Charles Gomer, Co-chair

Prof. Gerald Davison, Co-chair