

From Dean Saitta <dsaitta@du.edu>
Sent Tuesday, October 6, 2009 8:51 am
To AAUP Chapter
Subject Faculty Grievance Policy Update
Attachments
GrievPolicy.NEW.doc 40K

Dear Colleagues,

I reported to you over the summer that a small group of faculty with AAUP and Senate representation was working with a group of deans to clarify and revise (where necessary) the university's Faculty Grievance Policy. The process for doing that has now officially collapsed.

The gist is that we couldn't agree on what would be covered. The deans wanted to narrow the policy by excluding salary and workload as grievable issues, and faculty wanted to stay broad in keeping with AAUP recommendations and Faculty Senate Constitution guidelines. We also disagreed with the deans about the wisdom of having grievances unresolved by informal mediation next move to unit-level grievance committees (which they wanted) as an alternative to the Faculty Review Committee (as currently stipulated by Senate documents, and that we preferred). Finally, there was a matter of the deans wanting to explore an "Administrator Grievance Policy" aimed at faculty perceived as not meeting their teaching and research obligations. We were willing to listen to this, but not at the price of having approval of a Faculty policy beholden to approval of an Administrator policy (a hostage situation that appeared to be developing).

Bottom line, we need to move forward on our own. Attached for your consideration is a newly revised draft of the Faculty policy that attempts to accomplish the clarification work that originally motivated this initiative over 3 years ago. We welcome your comments on this before it is taken up by the Faculty Senate Personnel Committee. Please send your comments as soon as possible to me, Don McCubbrey, Sylvia Hall-Ellis, and Chip Reichardt (we were the faculty reps who tried to work with the deans to get something done about this).

Many thanks,
Dean

Dean J. Saitta
Professor and Chair, Department of Anthropology
Co-President, Colorado Conference AAUP
University of Denver
Sturm Hall 146-S
2000 East Asbury Street
Denver, CO 80208
Phone: 303-871-2680

Fax: 303-871-2437

Web: <http://portfolio.du.edu/dsaitta>

AAUP at DU: <http://portfolio.du.edu/aaup>