

From Dean Saitta <dsaitta@du.edu>

Sent Friday, September 11, 2009 9:07 am

To Tom Farer <Tom.Farer@du.edu>

Cc "Reichardt, Chip" <creichar@psy.du.edu> , Richard Gartrell <richard.gartrell@du.edu> , Paul Chan <phchan@du.edu> , "pbuirski@du.edu" <pbuirski@du.edu> , Anne McCall <Anne.McCall@du.edu> , Don McCubbrey <dmccubbr@du.edu> , "shellis@du.edu" <shellis@du.edu> , "creichar@du.edu" <creichar@du.edu> , Angela Duggan <angela.duggan@du.edu> , Kris DeForest <Kris.DeForest@du.edu> , "Michael Levine-Clark <Michael.Levine-Clark@du.edu>

Subject Re: Faculty Grievance Policy

Tom—

Understood. I have similar regrets.

For the record, I remember my visit to the Dean's Council in February 2008 as a courtesy call to update the deans on what we were doing and why, and to solicit, in the spirit of collaboration, their input and advice on draft #8. I don't recall proposing that we change policy, since motivation at the time was to better publicize the existing policy and to clarify procedure. Draft #9 subsequently incorporated five significant changes based on decanal input:

1. Elimination of an illustrative list of grievable offenses.
2. Provision for a mandatory informal resolution step.
3. Provision for unit-level grievance committees.
4. Provision for an administrative representative(s) on the Faculty Review Committee.
5. Elimination of the Chancellor as final Decider.

Our most recent Draft #13.3 preserved all of these changes except for #4, which I believed we strengthened in the deans favor by agreeing to establish a separate Appellate Review Committee having much more balanced representation of faculty and administrators. I especially liked draft 13.3's tightening up of the "conflicts" language around workload/resources, governance/freedom, and theft/plagiarism. In light of the thinking we did about the distinctiveness of the faculty role relative to staff, draft 13.3 removed salary as a grievable issue given HR's assurance that it has successfully dealt with such grievances in the past. But I think we can still legitimately debate whether salary should be removed from a faculty policy, given that faculty and staff are evaluated by different criteria, instruments, and processes.

Obviously, some re-thinking has occurred on both sides since we left our last meeting on June 22. My own re-thinking of #3, above, was based on MY most vivid memory of that February '08 Deans Council meeting: a suggestion that serious and frivolous grievances could be distinguished by considering the quality of the people making them because (and here I paraphrase from my meeting notes) "everyone [at the local level] knows who the better and worse scholars and teachers are." I'm not sure that the quality of a grievance should be judged in quite this way.

Unless there are other last words, I suppose we are disbanded. 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>

----- Original Message -----

From: Tom Farer <Tom.Farer@du.edu>

Date: Wednesday, September 2, 2009 10:47 am

Subject: RE: Faculty Grievance Policy

To: Dean Saitta <dsaitta@du.edu>, "Reichardt, Chip" <creichar@psy.du.edu>, Richard Gartrell <richard.gartrell@du.edu>, Paul Chan <phchan@du.edu>, "pbuirski@du.edu" <pbuirski@du.edu>, Anne McCall <Anne.McCall@du.edu>, "beto.juarez@du.edu" <Beto.Juarez@du.edu>, Don McCubbrey <dmccubbr@du.edu>, "shellis@du.edu" <shellis@du.edu>, "creichar@du.edu" <creichar@du.edu>, Angela Duggan <angela.duggan@du.edu>, Kris DeForest <Kris.DeForest@du.edu>, "catherine.kennedy@du.edu" <Catherine.Kennedy@du.edu>, Michael Levine-Clark <Michael.Levine-Clark@du.edu>

> Dear All, I agree that we have worked in good faith to explore
> alternatives to the present system and that despite good collegial
> feeling and much effort, we have failed to reach consensus and there
> is no prospect that further effort will be fruitful. I sought to
> reduce the new procedure to those disputes that are peculiar to the
> faculty role, i.e. that justify distinguishing faculty from staff as
> far as a grievance process is concerned. Salary and workload do not
> fit that criterion which, as I recall, was the criterion proposed by

> Dean when he first came to the Deans' Council.

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> I regret our lack of success but I do not regret trying since it gave
> me a chance to get to know a number of you better.

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> With all best wishes for the new academic year,

>

> Tom