

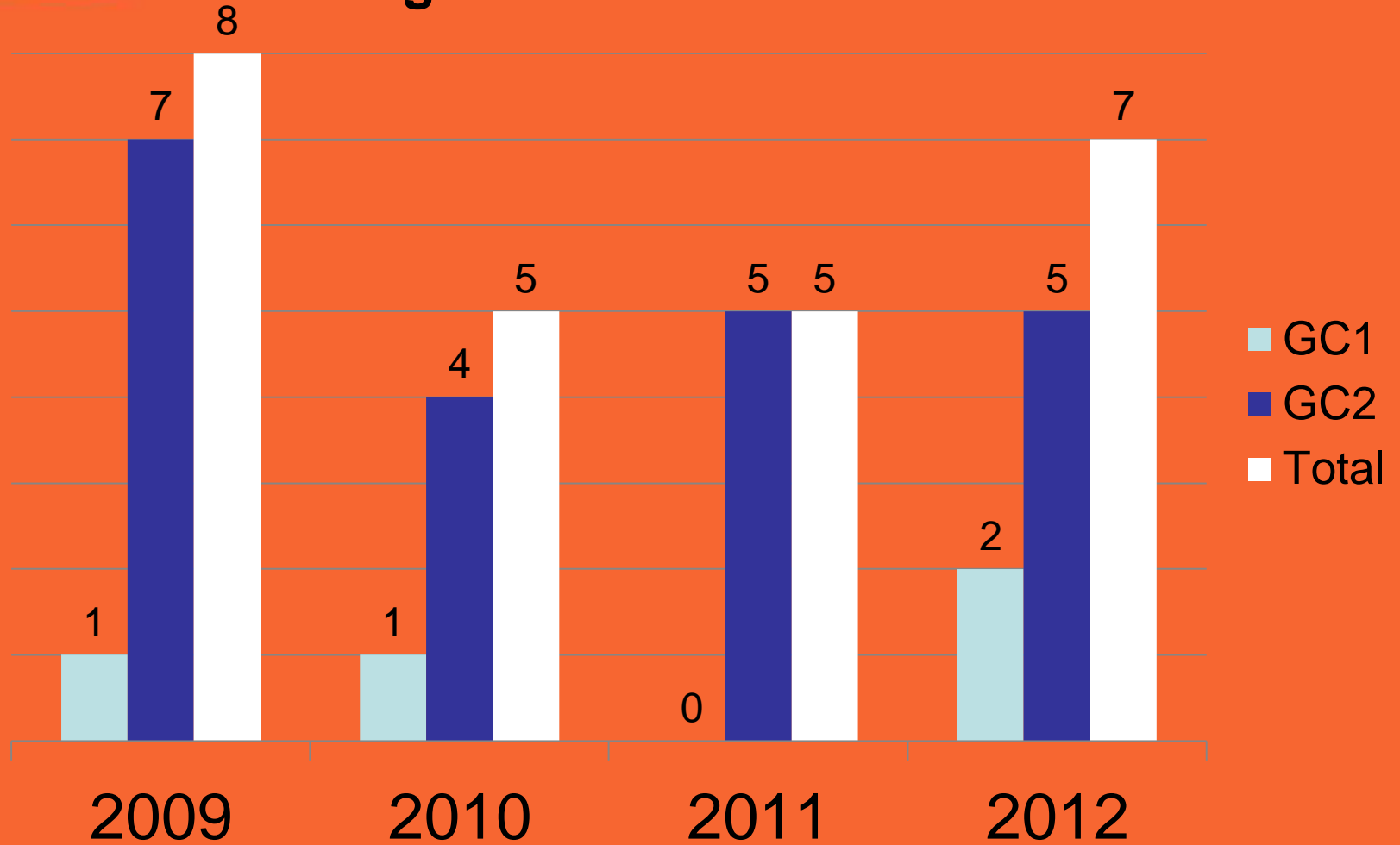
# Grievance Board Chair Annual Report on 2012 Activities to Faculty Senate

Jane Clark Lindle  
E.T. Moore Professor of Educational Leadership

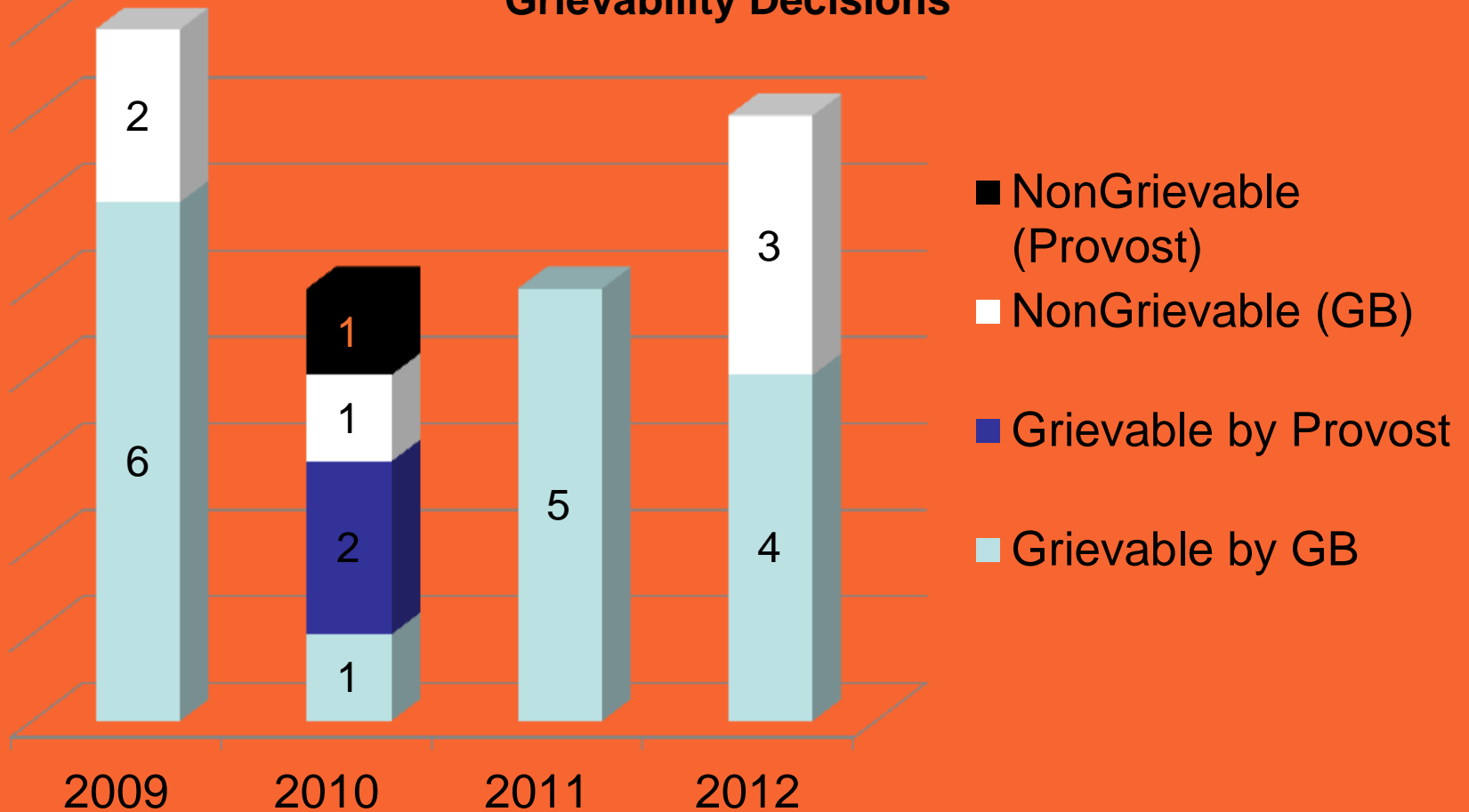
# Annual Report Clemson Faculty Grievance Board 2012 Activities

- Petitions and Hearings Report
- 5-year Grievance Policy Review
  - Benchmark Review
  - Analysis of Findings of Facts HP Reports
  - Survey of Grievance Policy Participants
- Handbook Development

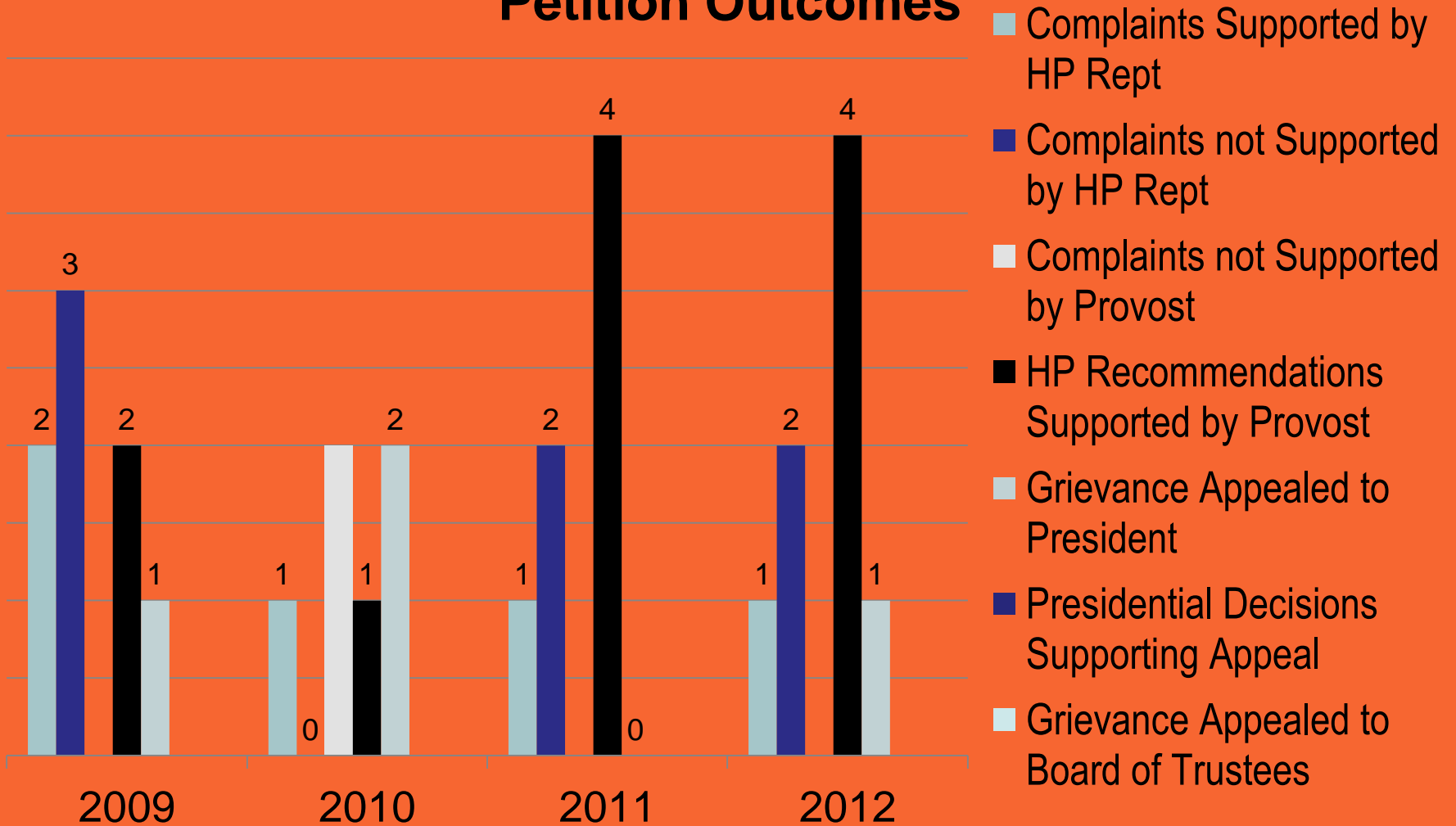
## Categories of Petitions Filed



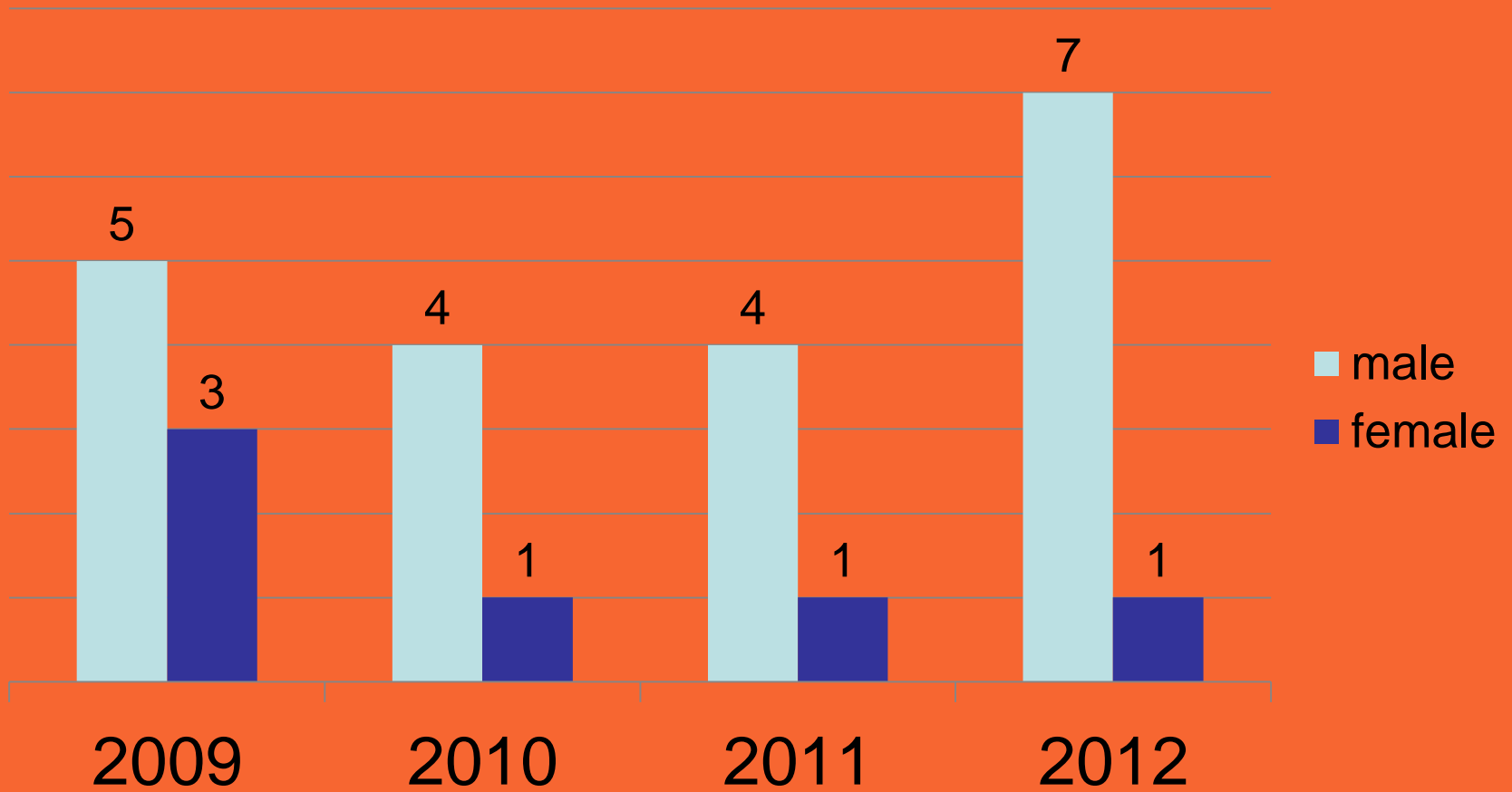
## Grievability Decisions



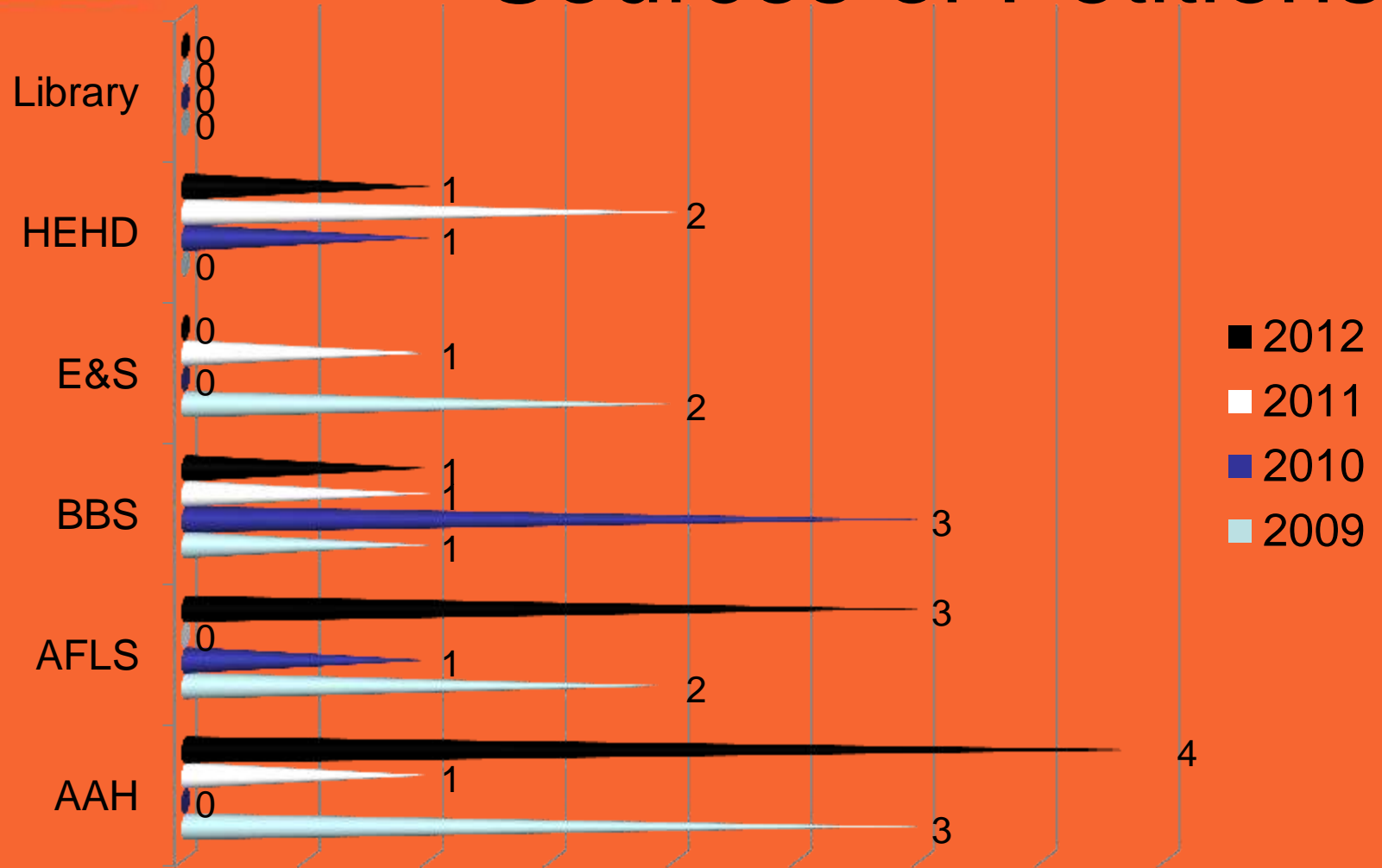
## Petition Outcomes



## Petitioners' Gender



# Sources of Petitions



# Benchmarks Review

- Analysis of 11 Institutions' faculty grievance policies
  - Auburn, Boston College, Colorado State, Cornell, Kansas State, Michigan State, Mississippi State, Penn State, Purdue, TAMU, UFL
- Notable policies differences at other institutions:
  - Petitions go to Faculty, not Administrative Office-
  - Less review time
  - All parties are present for the hearings
  - All participants (including advisors/advocates) are providing service to the university without penalty and with positive recognition
  - Hearings are recorded
  - Hearing processes are the same regardless of the type of complaint



# Benchmarks Review Recommendations to PC

- Lessen the Provost's review time from 20 to 15 days
- Move to a single day hearing for all types of grievances (not just Category 1)
- Audio record Category 2 Hearings
- Recognize service of both Counselors and Board members in workload.
- Ensure that staff are excused from duties to participate in Hearings

# Analysis of 5 years of Findings of Fact HP Reports to Provost

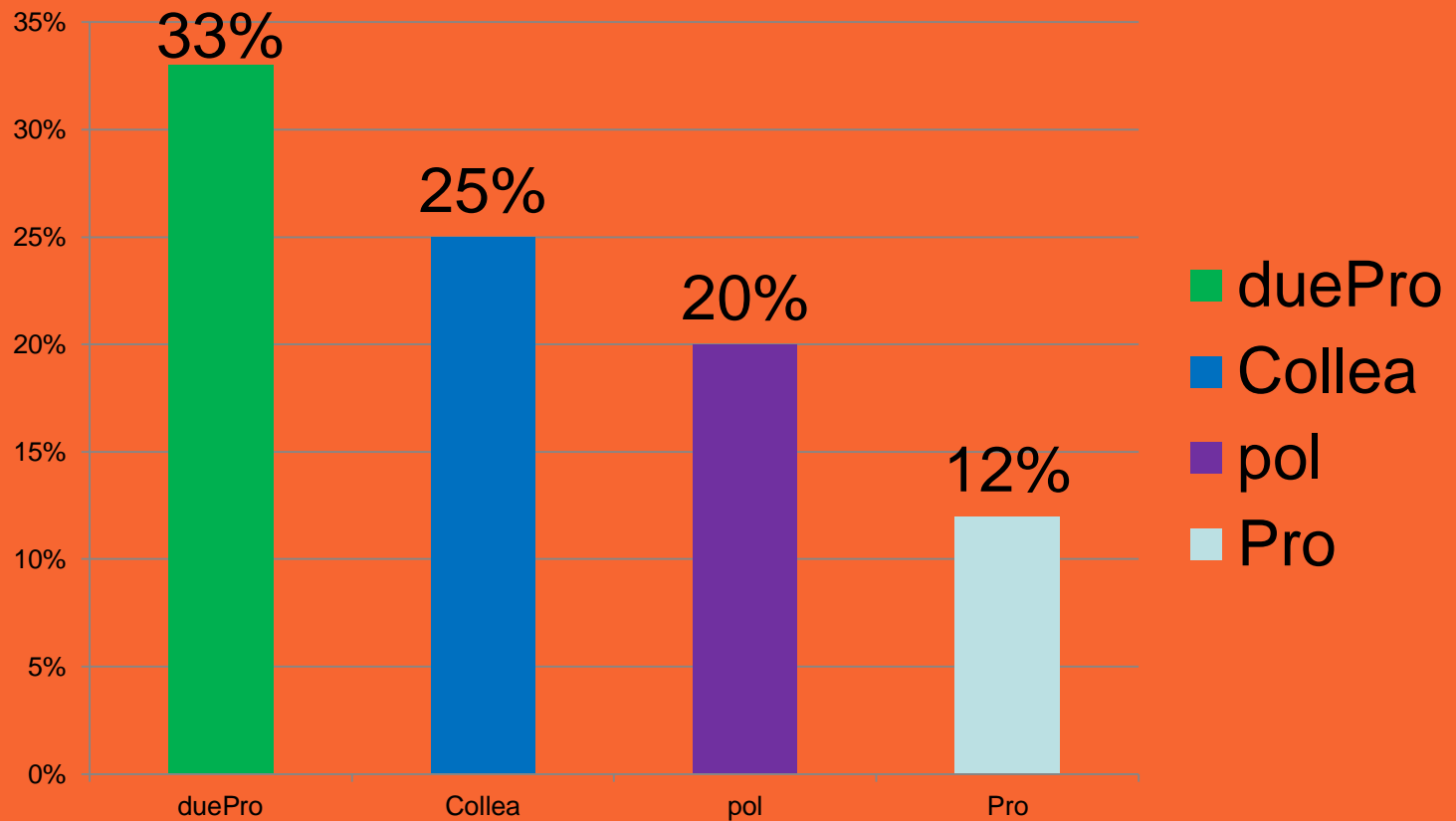
- Findings section of Hearing Panel reports to Provost between 2007 and 2012
- 13 Cases (including both G1 and G2)
- Two coders
- Inter-rater reliability of .82
- Report includes only agreed upon codes of 199 findings

# 5 years of HP Findings of Fact: Code Development

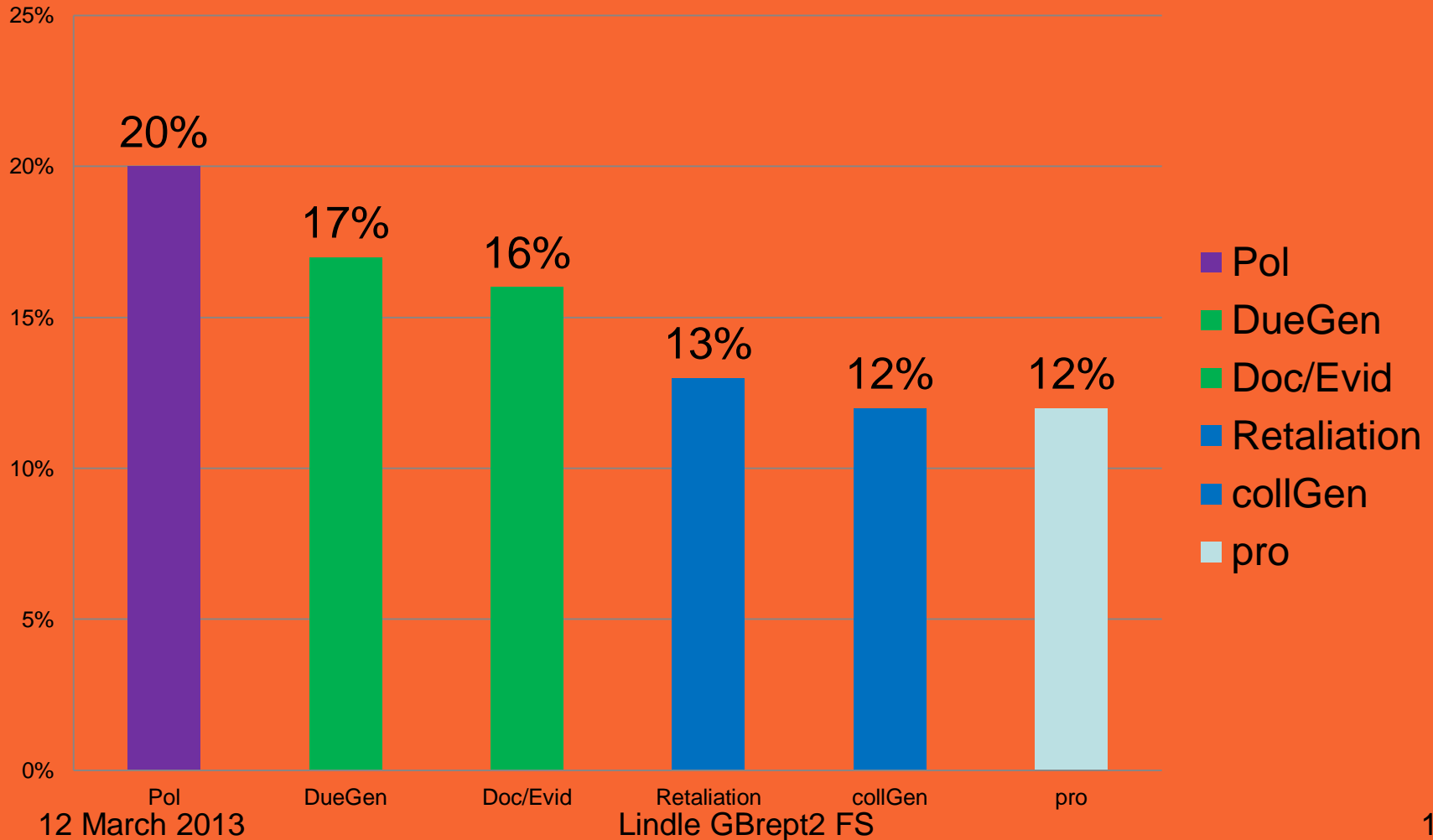
Definitions of *Faculty Manual* **Terms** used in Findings

- Anonymity/confidentiality
- Collegiality
- Due Process
- Policy
- Procedures
- 11 Other **terms**

## 90% of the 199 Findings of Fact



## Subtopics among 90% of Findings

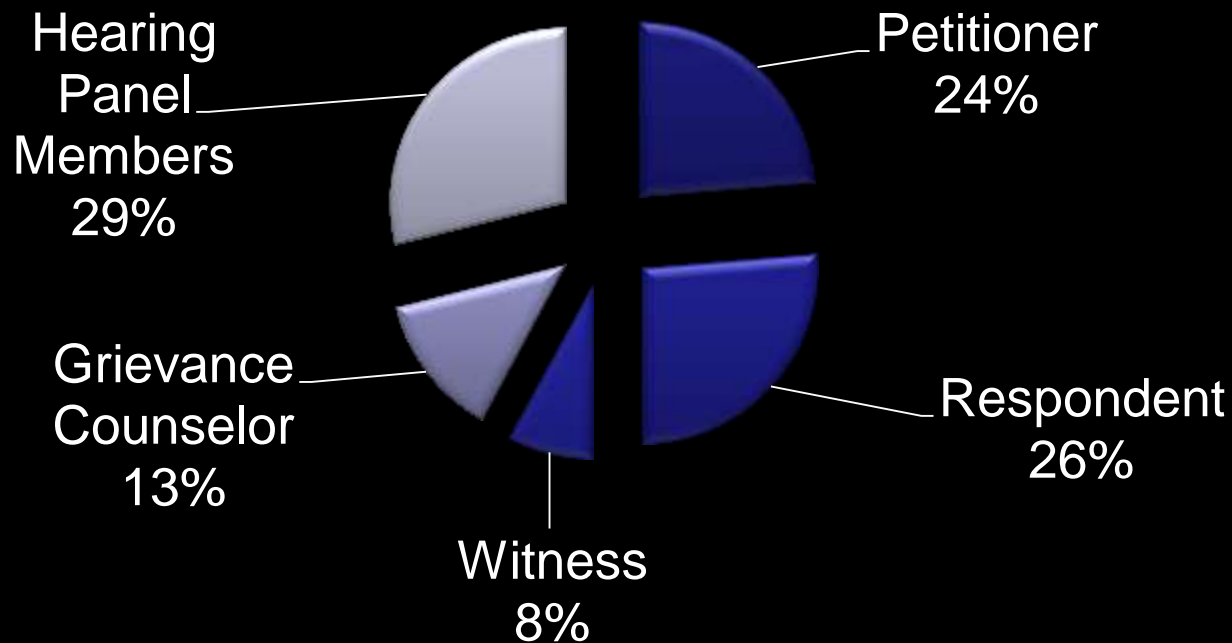


## Implications

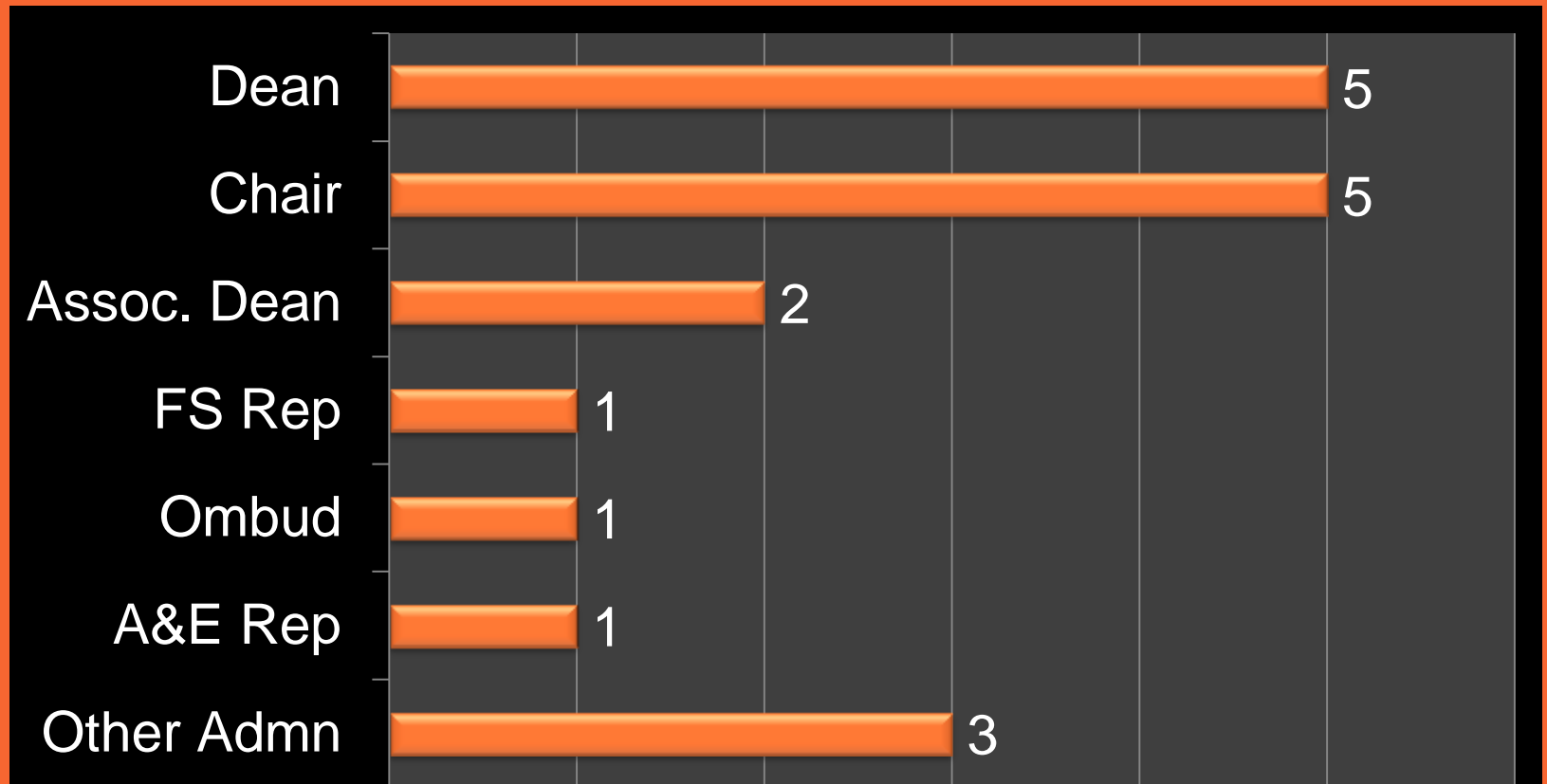
- Annual process for departments and committees to review written policies as well as clarify procedures
- Training for administrators and faculty on documentation steps
- Attention to dysfunctional working relationships through training for both faculty and administrators

# GP Survey Results

**In what role did you serve in your most recent Grievance Process experience for which you wish to provide feedback to the Grievance Board? [Choose only one response.]**

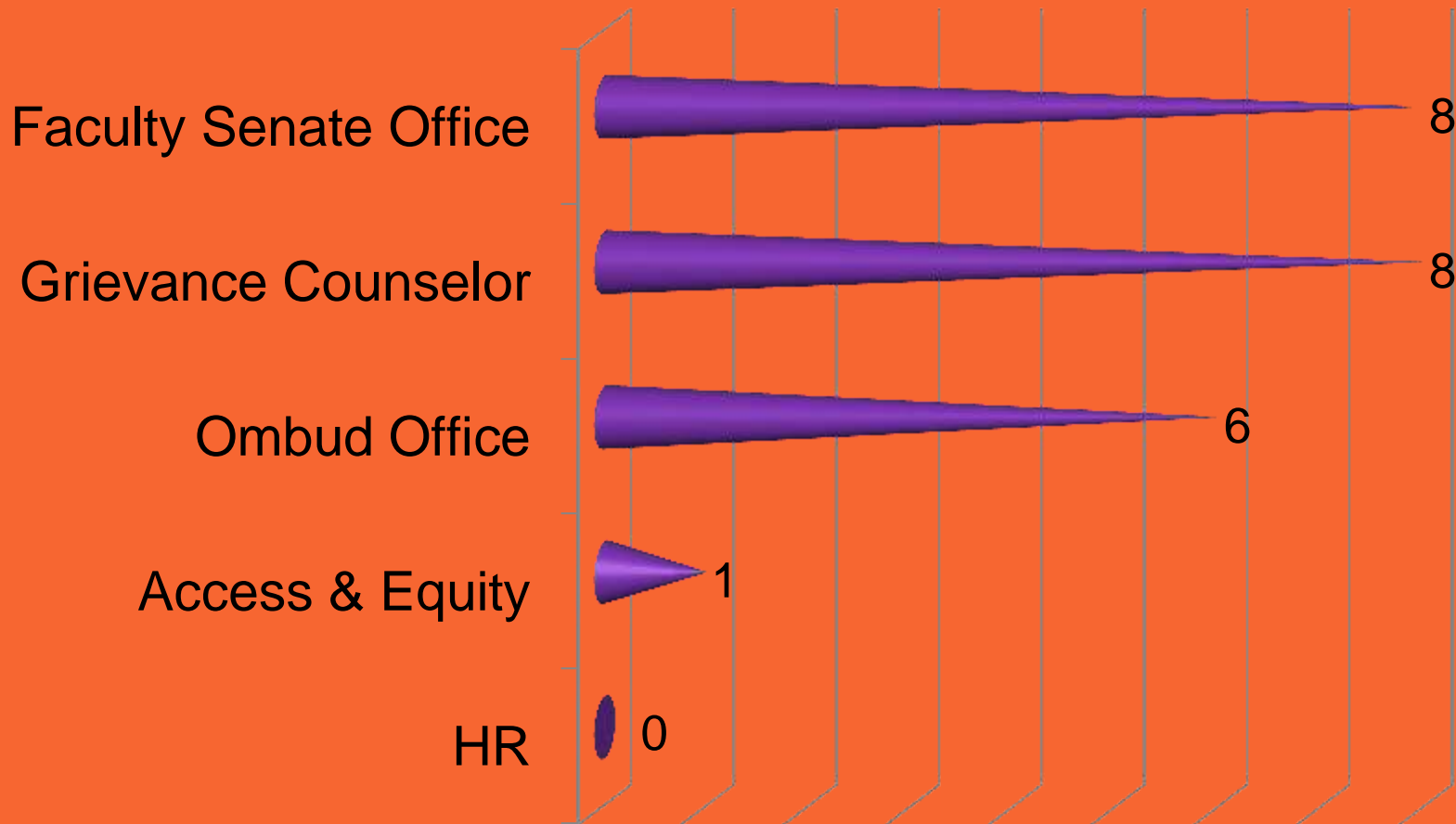


# Participants in Attempts to Resolve F2F

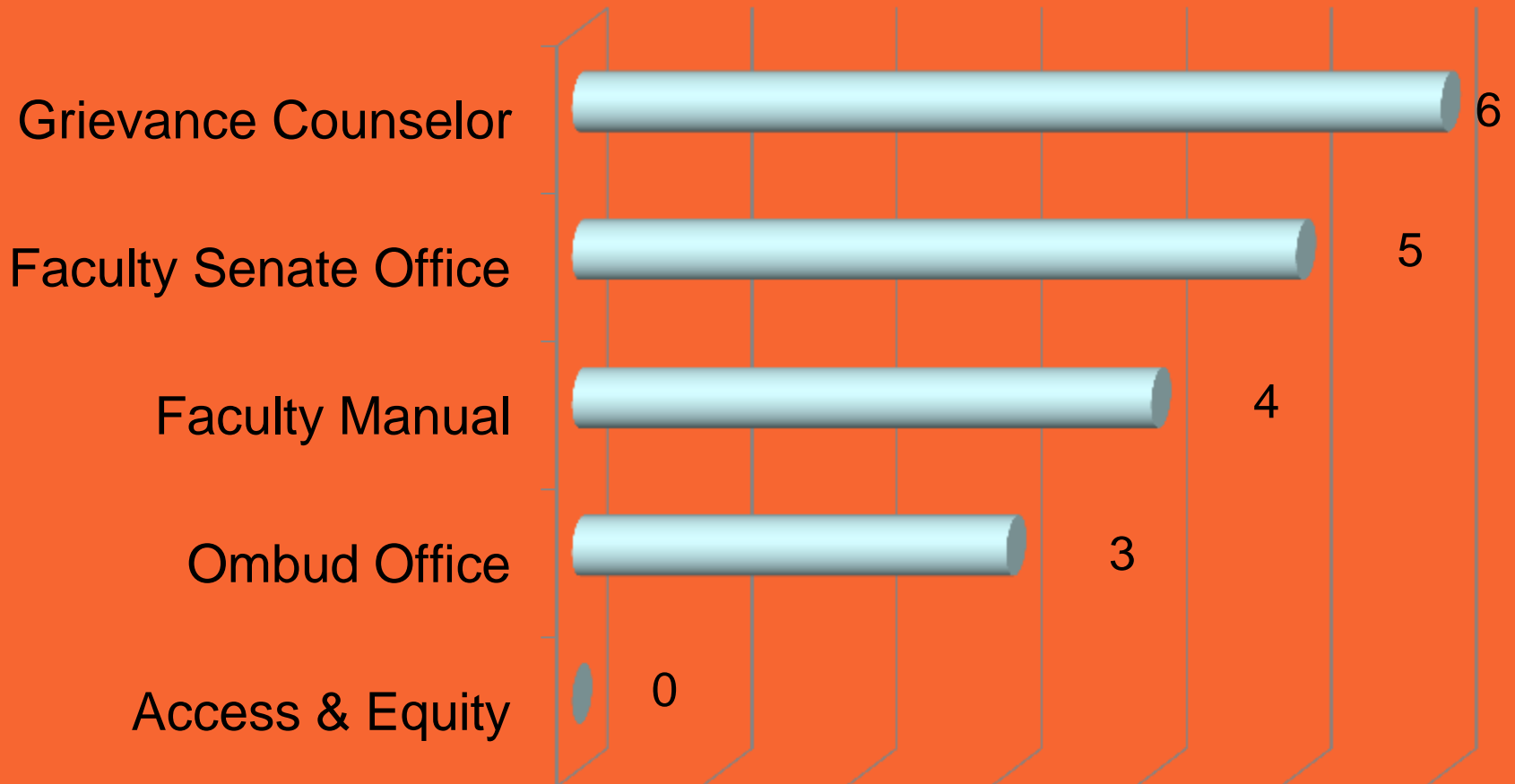




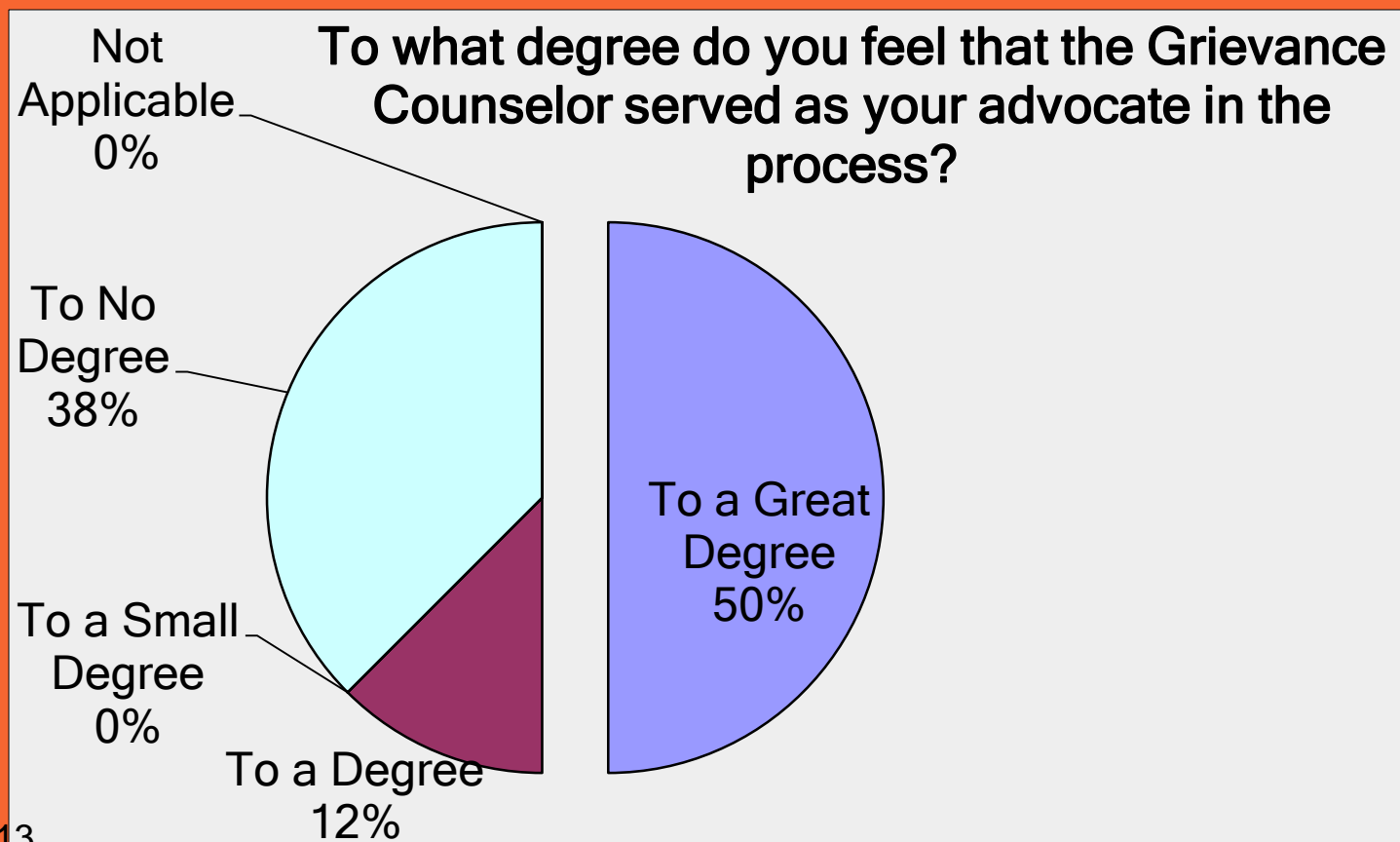
# Other Efforts Pre-Grievance



# Helpfulness of Different Process Resources

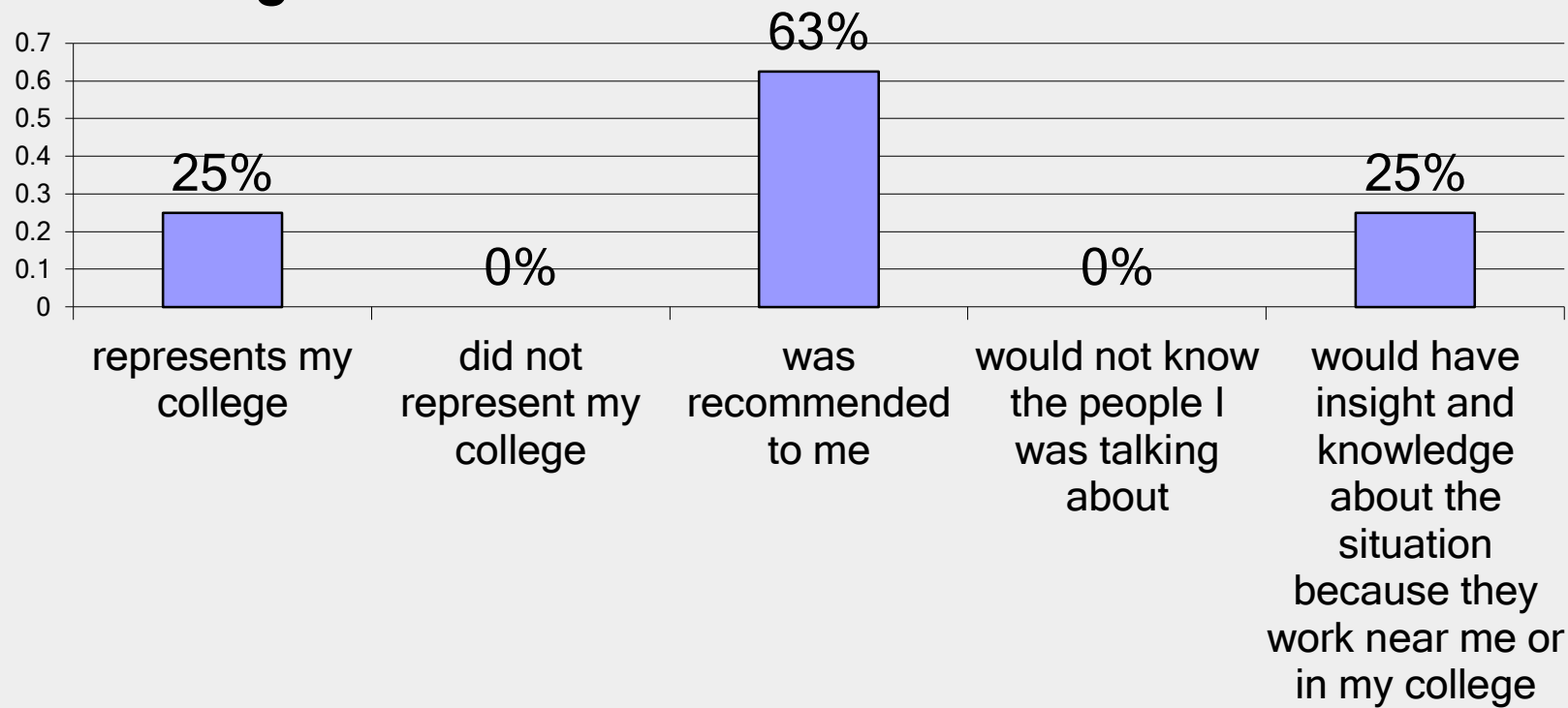


# Degree to Which Counselor was an Advocate

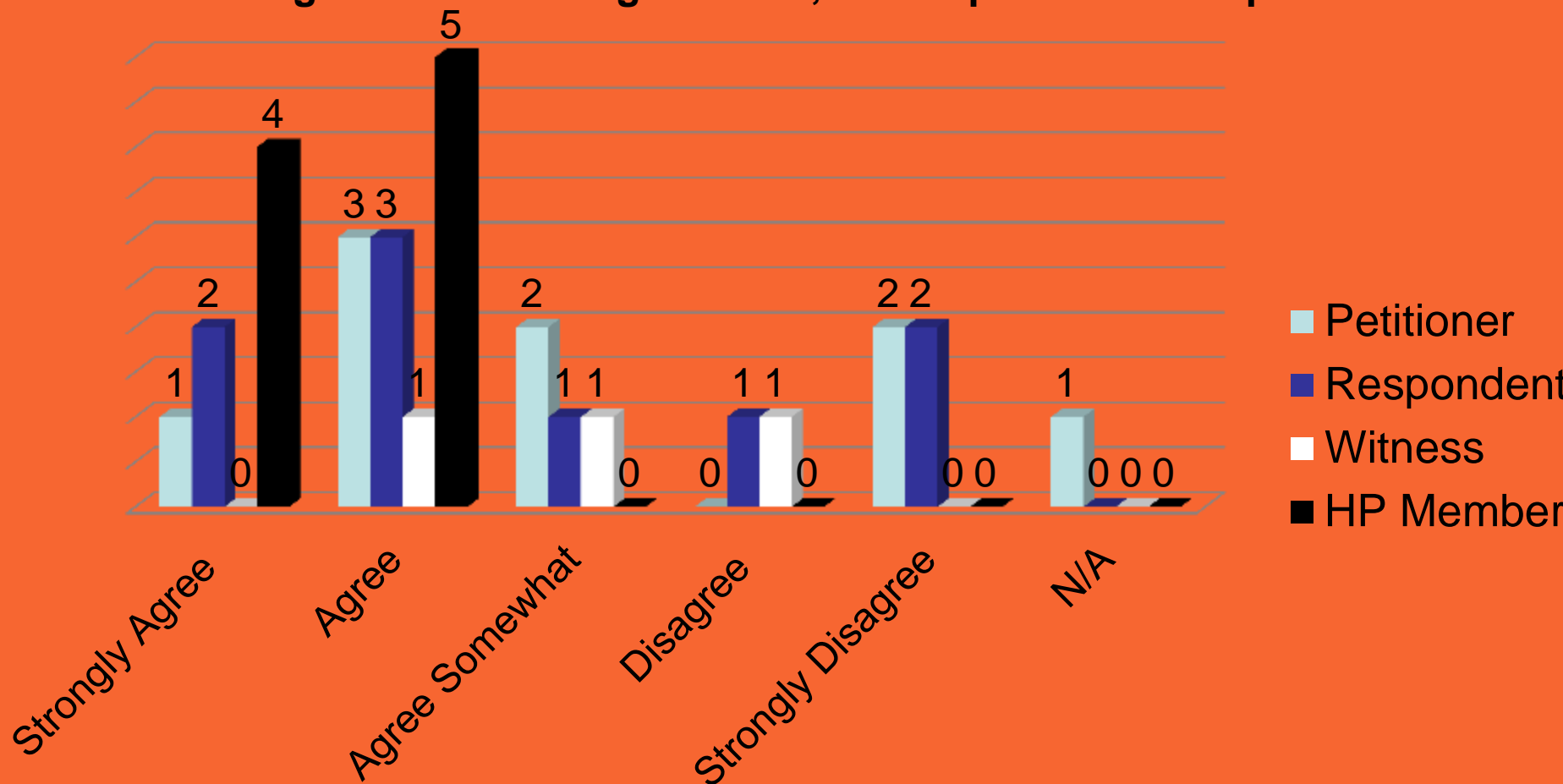


# Reasons for Choosing a GC

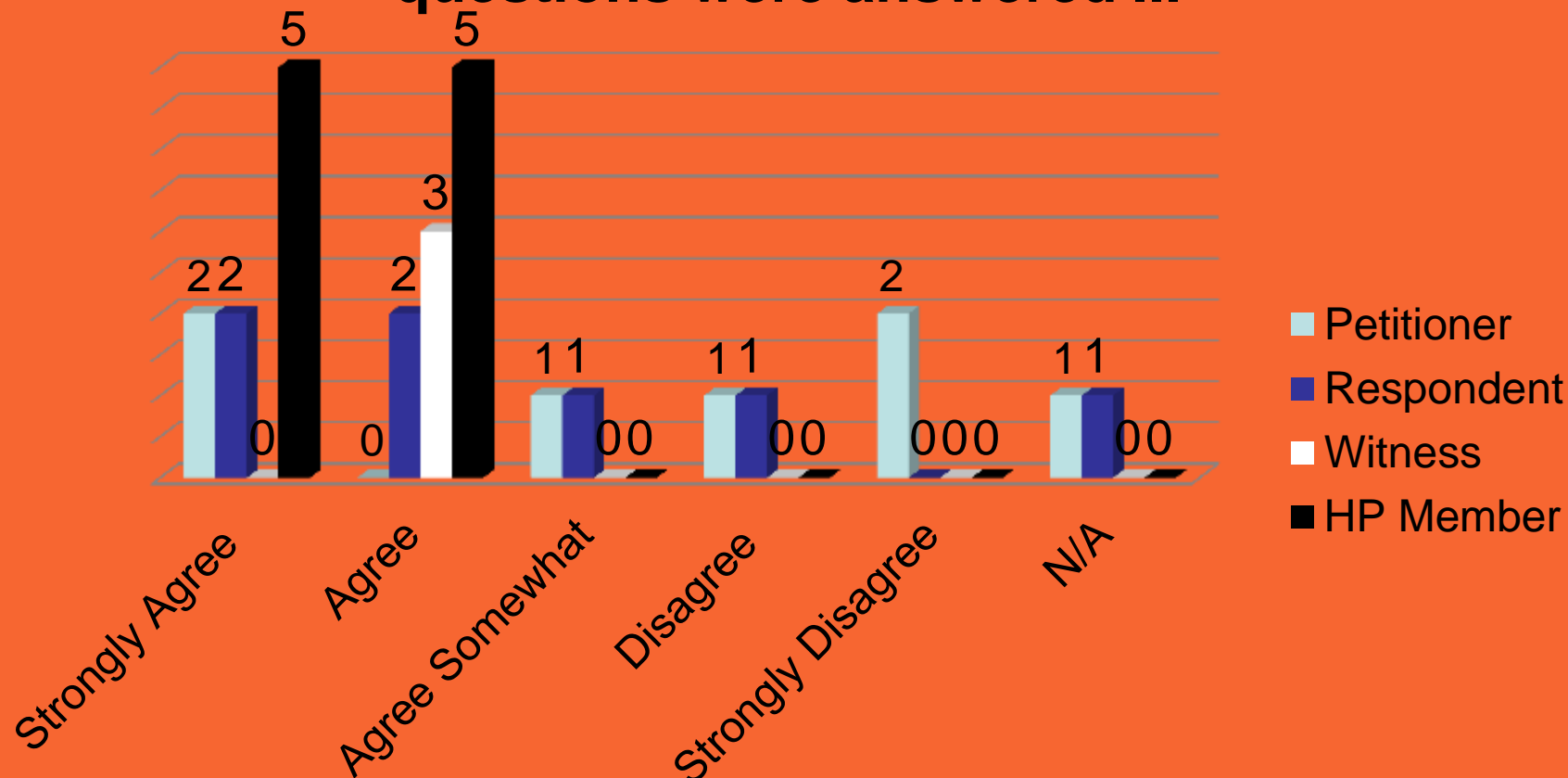
[choose as many answers as apply] I chose to go to a Grievance Counselor who



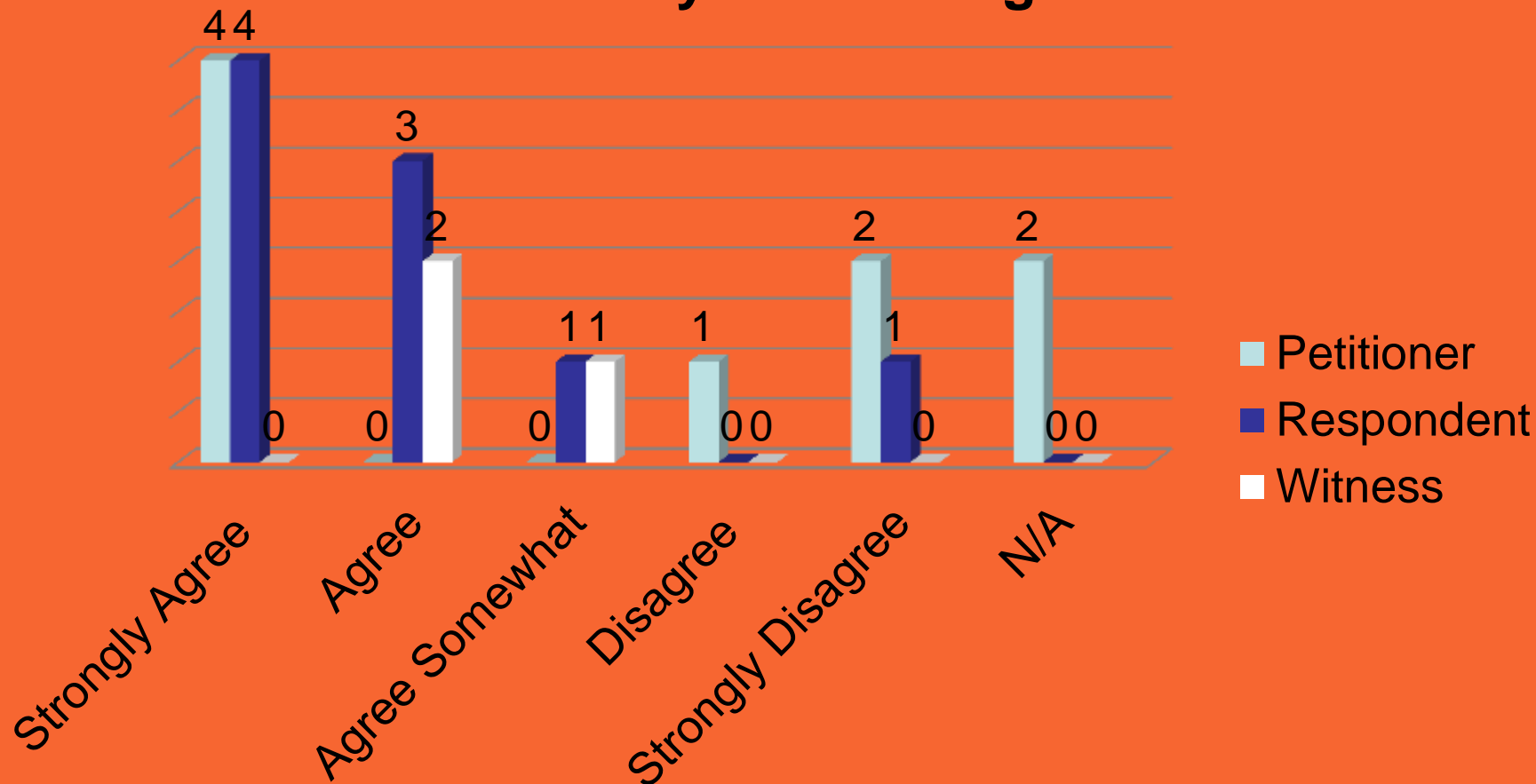
**Throughout the Hearing Process, I was updated on the process**



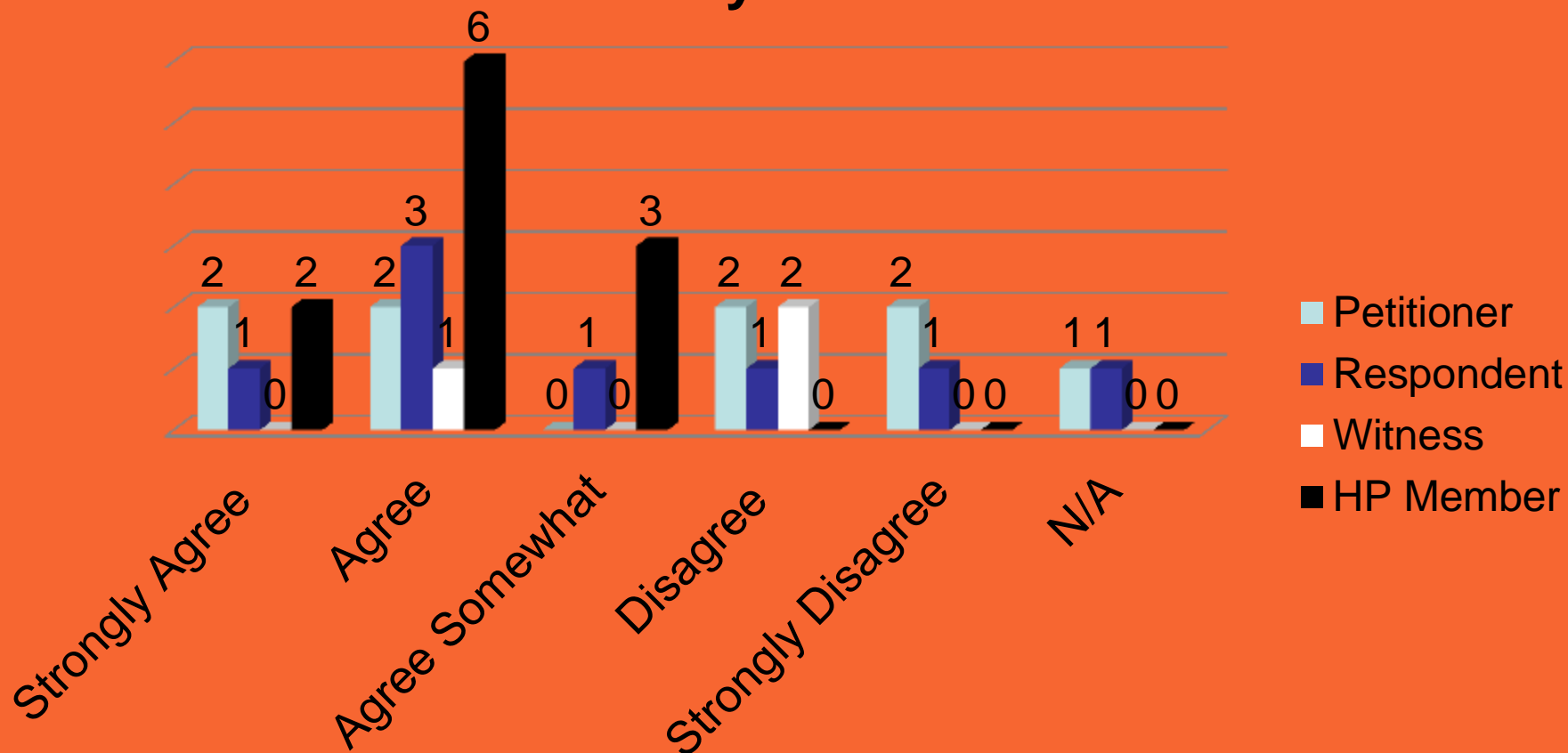
## Throughout the Hearing Process, my questions were answered ...



## Throughout the Hearing Process, I was listened to by the Hearing Panel

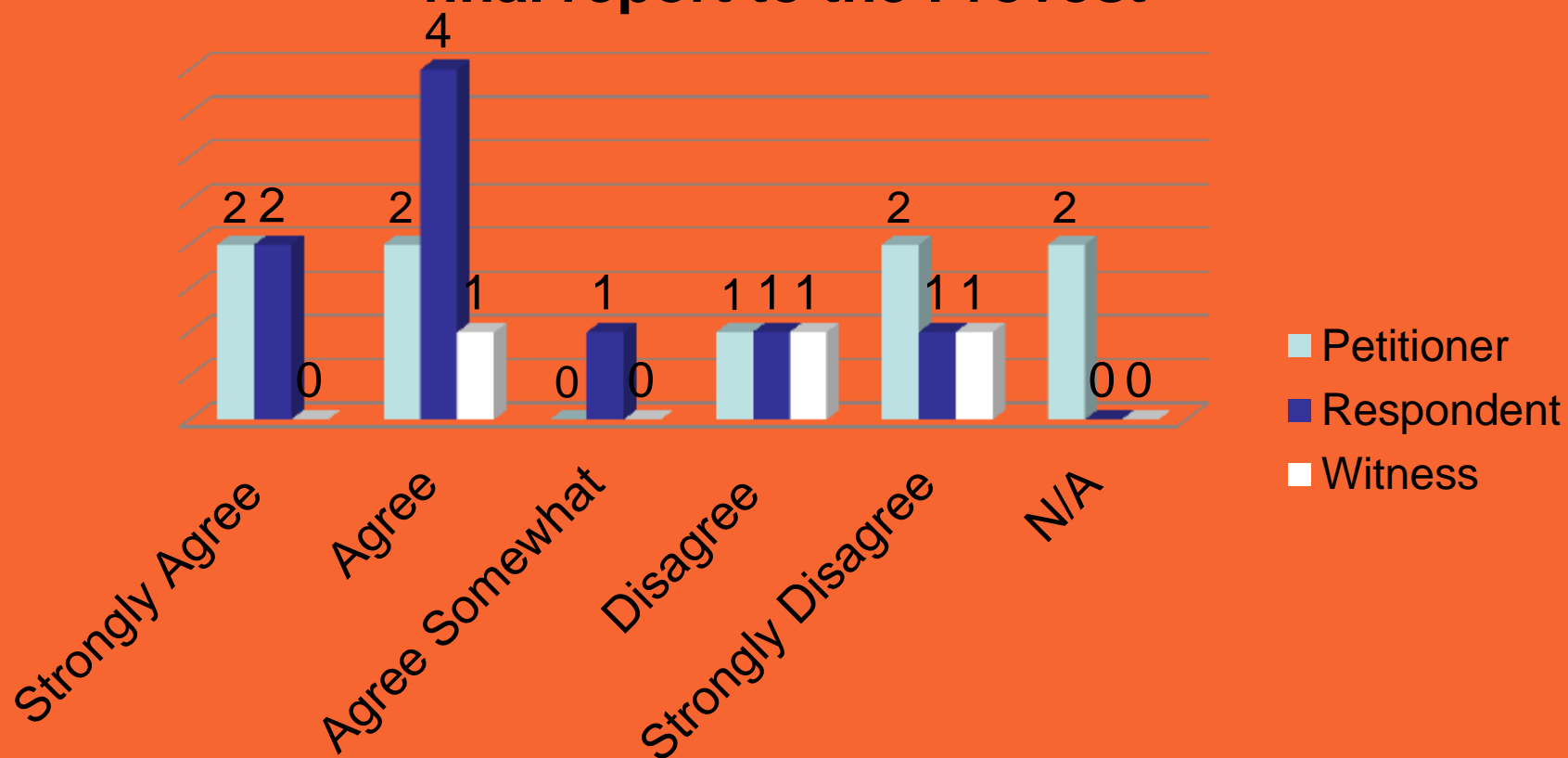


## Throughout the Hearing Process, it moved in a timely manner





## I was well informed on the Hearing Panel's final report to the Provost



# Handbook Development

- Principles:
  - Emphasis on clarity for consistency of experience
  - Working document for common practices
- Content
  - Define terms
  - Clarify Roles
  - Potential to “pull out” role-based sections

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Clemson University Faculty Grievance Handbook  
January 2013- January 2014

Note: this document serves as a guide to best practices for meeting the guidelines and requirements found in the most current version of “Part V. Grievance Procedures” of Clemson University’s *Faculty Manual*. It does not supplant any portion of the *Faculty Manual*’s requirements.

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Category II	3
Collegiality	4
Conflict Resolution	4
Discrimination	4
Due Process	4
Notice	4
Clarity and Specificity	5
Documentation	5
Terms of response	5
Deadlines	5
Findings	5
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