

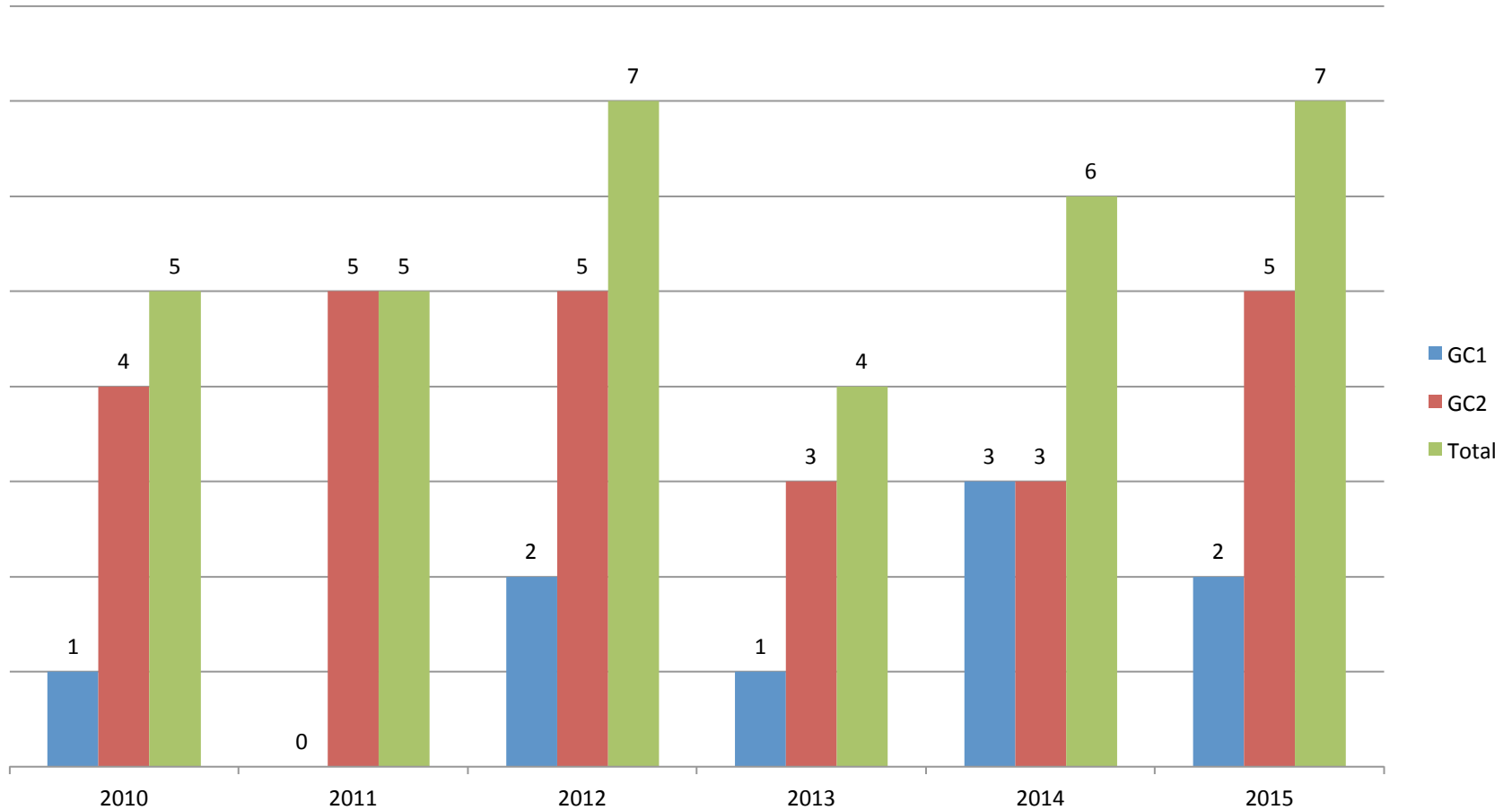
Clemson University  
University Grievance Board Chair Annual Report  
on 2015 Activities to Faculty Senate

February 9, 2016

**Rachel Mayo**  
**University Grievance Board Chair**  
**Professor in Public Health Sciences**  
[rmayo@clemson.edu](mailto:rmayo@clemson.edu)

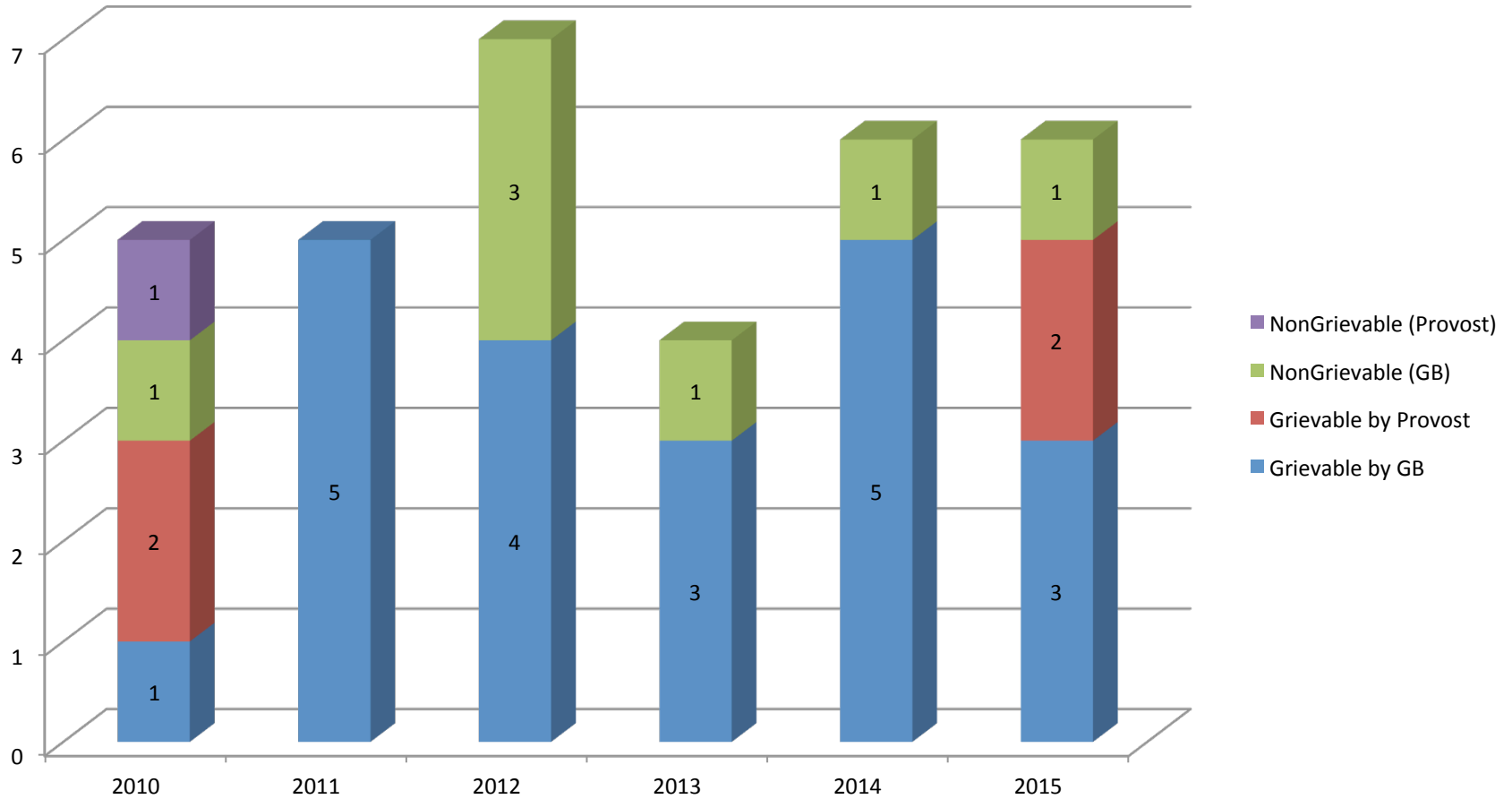
# Petition Information

## Categories of Petitions Filed



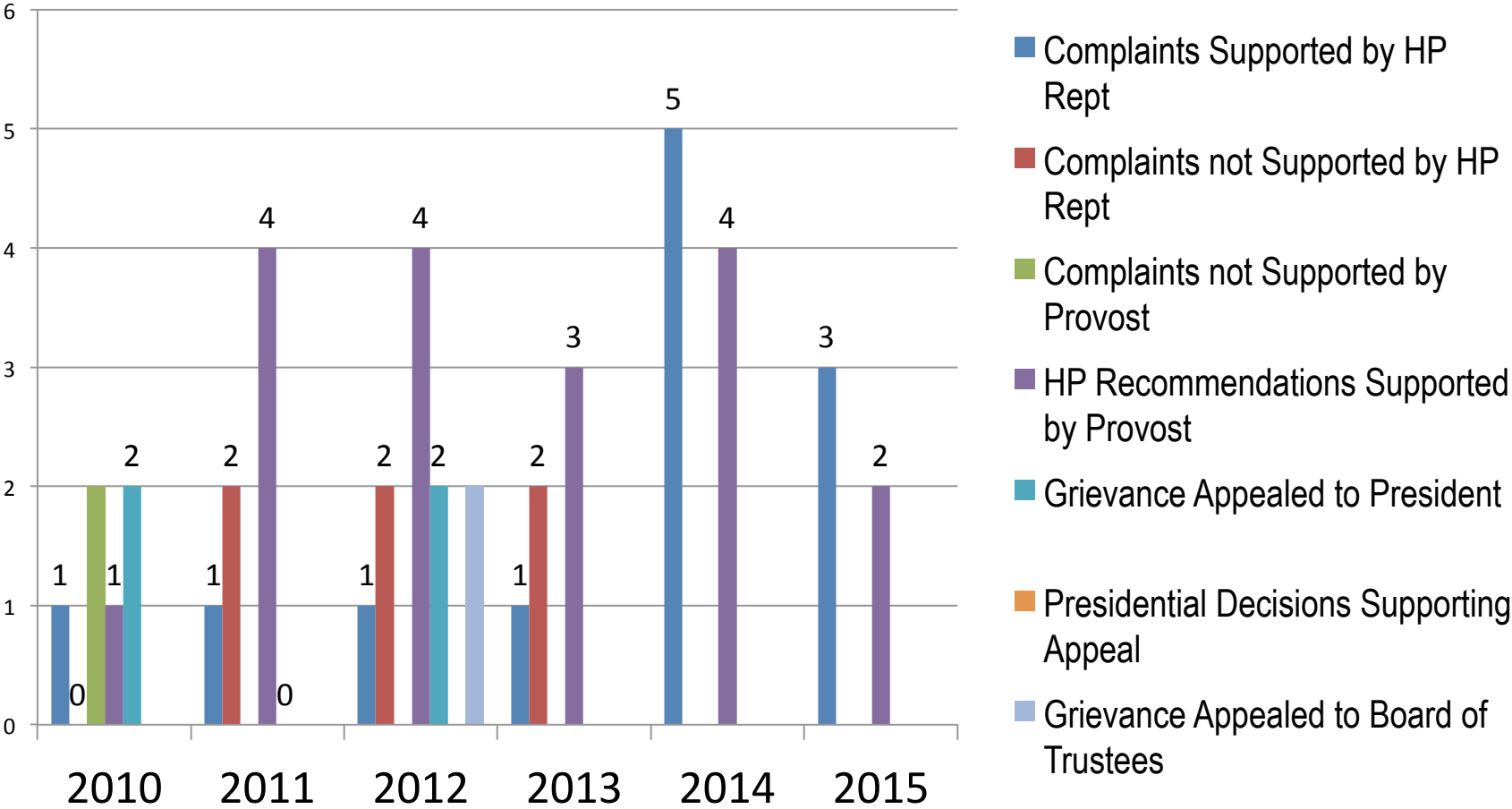
# Petition Information

## Grievability Decisions



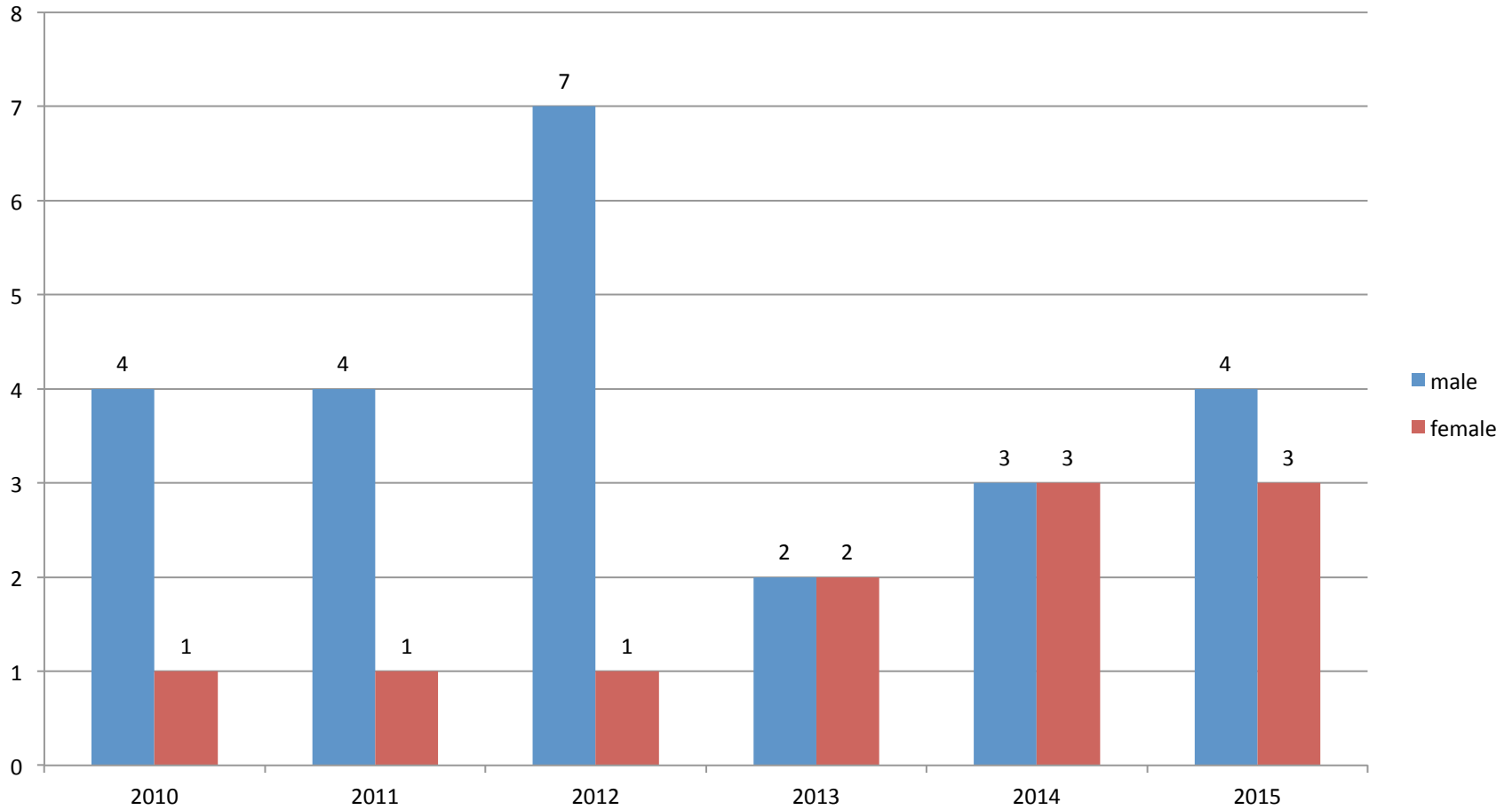
# Hearing Panel Outcomes

## Petition Outcomes



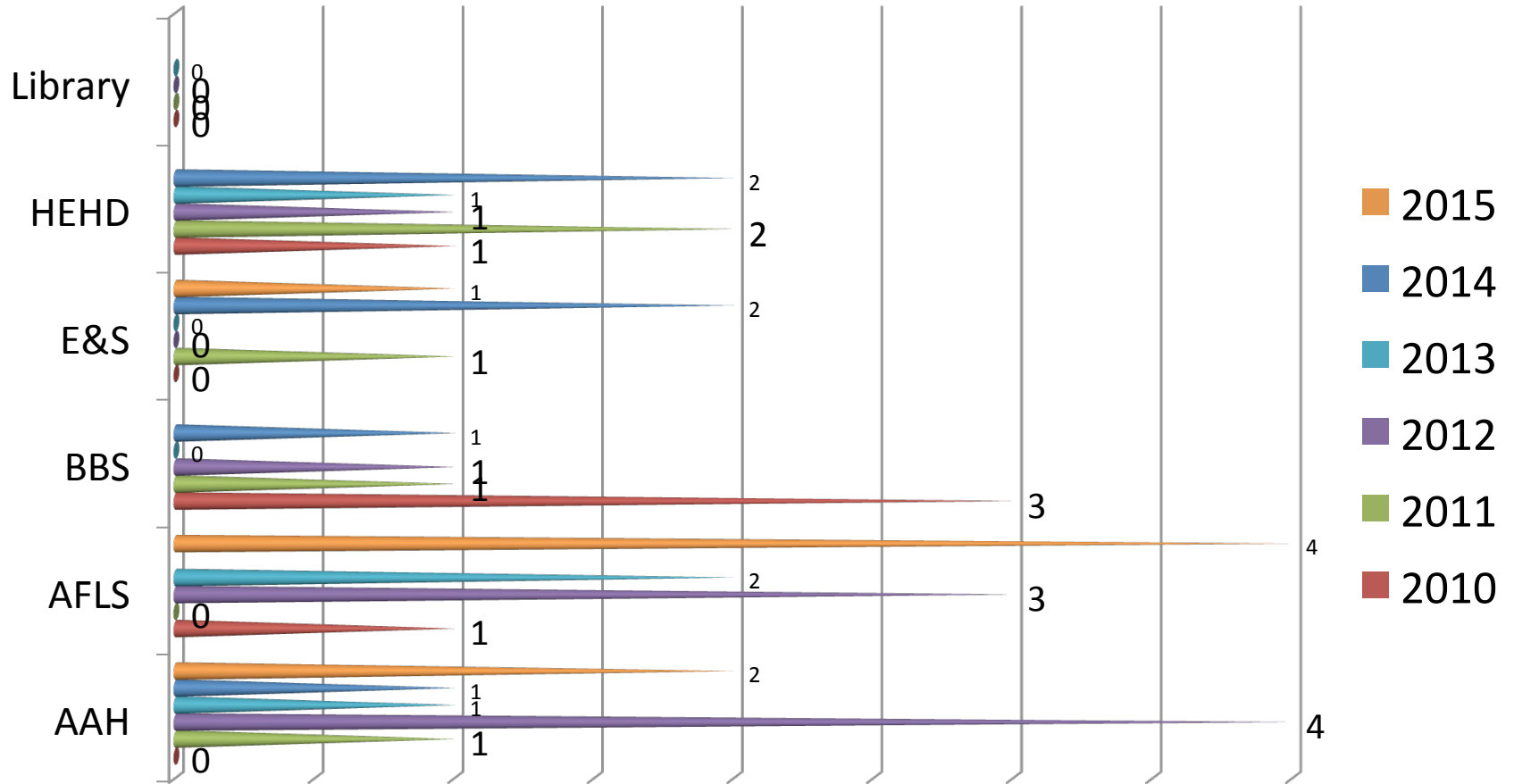
# Petitioner Demographics

## Petitioners' Gender



# Petitioner Demographics

Petitioners' College



# Petition Categories

(n) for 2015

## **Grievance Category I**

- 1 (a) Dismissal from employment
- 0 (b) Termination from appointment with tenure or faculty before end of specified appointment
- 2 (c) Discrimination in compensation, promotion, and/or work assignments based on federally protected class
- 0 (d) Violation of academic freedom

## **Grievance Category II**

- 3 (a) Improper or unfair implementation of policies or procedures
- 2 (b) Improper or unfair application of policies or procedures in formal review process
- 1 (c) Improper or unfair assignment of professional duties
- 1 (d) Improper or unfair appraisals of performance
- 2 (e) Improper or unfair denial of access to resources
- 2 (f) Improper or unfair determination of salary increment
- 2 (g) Improper or unfair treatment by faculty colleagues or supervisors
- 3 (h) Other matters as determined by Provost or Grievance Board