

SENATE COMMITTEE ON FACULTY RIGHTS AND RESPONSIBILITIES

Annual Report for 2004-2005

(Informational)

The committee expresses its appreciation to the Ombudsmen at all colleges and campuses for their work to resolve conflicts and disputes across the Commonwealth. Additionally, the committee acknowledges the work of Vice Provost Blannie Bowen to increase awareness of the policies and procedures related to promotion and tenure. Their combined efforts provided thoughtful and responsive support for the faculty and aided in reducing the number of petitions submitted to the committee for review.

During the 2004-2005 academic year, the committee dealt with seven cases, three more than the previous year. Two cases dealt with denial of tenure, two cases involved discontinuation on the tenure track (4th year), two cases concerned a dispute between a faculty member and his/her administrators, and one case was an administrator seeking assistance with a faculty member.

Of the two cases dealing with denial of tenure, one claimed procedural unfairness and the other claimed procedural unfairness and professional ethics violations. In both cases, the committee did not find significant procedural irregularities or professional ethics violations and recommended to the Vice Provost that no corrective action be taken.

One of the petitions concerning discontinuation on the tenure track (4th year review) alleged procedural irregularities. This case is ongoing. The committee intends to complete its work by the end of August. In the other case, the petitioner claimed procedural unfairness, professional ethics violations, and violations of academic freedom. Following an investigation, the committee did not find significant procedural irregularities, professional ethics violations, or violations of academic freedom and recommended to the Vice Provost that no corrective action be taken.

The two cases involving a dispute between a faculty member and his/her administrators were also reviewed. One case claimed procedural unfairness regarding an administrator's decision on assigning course loads and the other claimed procedural unfairness related to a salary decision. The committee did not find evidence of procedural irregularities in either case and therefore did not recommend corrective action.

One case was an administrator claiming there were violations of professional ethics by a faculty member in his/her department. The administrator sought assistance from FR&R. Upon further investigation, FR&R found no evidence to support the administrator's claim and therefore did not recommend corrective action.

The chair wishes to thank the members of the committee who have extended much time and effort in considering these cases. Their thoughtful participation on behalf of the Faculty Rights and Responsibilities Committee has served the University well.

SENATE COMMITTEE ON FACULTY RIGHTS AND RESPONSIBILITIES (2004-2005)

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