



The University of
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MEMORANDUM

To: Dr. James T. Lindley
Dr. Chauncey M. DePree, Jr.

From: D. Harold Doty, Dean, College of Business *DHD*

Date: 10/5/06

Re: Letter of 10/3/06

I have now reviewed the document I received from you dated October 3, 2006 in which you attempt to initiate a faculty grievance. Based on the information in the document you submitted I am forced to conclude that your initial effort does not meet the minimal sufficiency requirements for initiating a faculty grievance.

The Faculty Handbook states, in relevant part, that a grievance is initiated when the department chair or department personnel committee receives "... a written claim, supported by objective evidence, alleging that a specified rule, policy, or procedure has been violated..." (section 12.2.3). You specify three provisions of the Faculty Handbook. Two of the provisions you specify, 12.2.2 and 12.2.3, are grievance procedures of which you assert no violation.

The third provision you specify, 8.2.9, refers to the right of faculty members to submit proxies. As you correctly note, University advisory bodies are proscribed from allowing proxies in "... deliberations involving the evaluation of academic staff members and in all actions involving personnel recommendations relating to academic staff members." Contrary to your assertion, however, the meeting in question was not a meeting of a University advisory body. As evidenced by the meeting call "There will be a faculty meeting at 12:30pm ..." and by the number of department members in attendance, the meeting in question was a departmental faculty meeting and not a meeting of a University advisory body. Therefore, section 8.2.9 is not relevant and there is no objective evidence that section 8.2.9 was violated. I find no provisions in the Faculty Handbook proscribing proxies from general department meetings nor have you specified that such a provision of the handbook has been violated.

In summary, you have failed to present any objective evidence that provisions of the Faculty Handbook were violated. As a consequence of your failure I am forced to conclude that at this time no faculty grievance has been initiated.

The faculty grievance process is an important part of the shared governance structure of the university and should not be treated lightly. Should you choose to initiate a faculty grievance in the future I encourage you to read carefully the provisions of the Faculty Handbook and follow the procedures specified therein. Following such procedures will result in a careful and complete consideration of your issues according to the faculty grievance procedures.

c: Jay Grimes: Provost
George Carter, Chair of EFIB
Stan Lewis, Chair of SAIS