



Date: April 2, 2020

Memorandum to: Katherine Fleming, Provost

From: Nicholas Economides
Chairperson, T-Faculty Senators Council
A/Y 2019-2020

Subject: T-Faculty Senators Council Grievance Committee Request

The T-Faculty Senators Council submits the attached request of the Grievance Committee approved by the Council at the April 2, 2020 meeting.

cc: Kristen Day, Vice Provost
Ellen Schall, Senior Presidential Fellow

Darcey Merritt, T-FSC Vice Chairperson
David Irving, T-FSC Secretary
Wen Ling, T-FSC Immediate Past Chair

Gwendolyn Quinn, T-FSC Grievance Committee Co-Chair
Judith Zelikoff, T-FSC Grievance Committee Co-Chair

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In the spirit of shared governance, the T-FSC Grievance Committee requests the Office of the Provost to provide information regarding denial of tenure cases to our committee.

Each grievance case requires an enormous amount of work and our charge is to review the case to examine if procedures for tenure decision and the appeal were followed. In the majority of cases the committee has found proper procedures were in fact followed, but concerns remain.

This is particularly true in cases where a faculty member has been approved for tenure at the department/school/and external review level, but the applicant was denied tenure at the provost level. We would like a sense of the impact of the efforts of the grievance committee.

This data will not be shared with the entire Senate but rather we will report whether the information received was satisfactory or not. We request the following:

1. How many tenure track faculty were denied tenure (time frame: 2017-2019)
2. Of those denied how many filed a grievance
3. Of those grievances filed and reviewed by the T-FSC grievance committee, how many decisions to deny tenure were upheld after the committee report.