

Annual Report on Board of Review Activity

Since May 2015

Marianne S. Wokeck, President
IUPUI Faculty Council meeting
May 3, 2016

Total Number of Board of Review Cases: 7
Total Number of Requests Denied: 1

Number of Board of Review Cases for:

| | |
|--------------------------------|----|
| ➤ Dismissal | 1 |
| ➤ Academic Freedom | 1* |
| ➤ Non-Reappointment | 1 |
| ➤ Tenure | 4* |
| ➤ Promotion | 2* |
| ➤ Salary Adjustment | |
| ➤ Nature or Conditions of Work | |
| ➤ Office of Equal Opportunity | 2 |

*same case

Requests Approved:

Board of Review Case 15-01: A Board of Review was appointed and a formal hearing was held on June 15, 2015, regarding non-reappointment. The board's recommendation fully supported the grievant. The chancellor rejected the board's findings and provided documentation per the bylaws of the Faculty Council. The board met again on October 5, 2015, to discuss the case further. After consideration, the board responded to the chancellor's concerns (October 12, 2015). Following further examination by the chancellor, a response was received with further recommendations, and the case was closed.

Board of Review Case 15-02: A Board of Review was appointed and a formal hearing was held on October 29, 2015, regarding dismissal for cause. The board's recommendation did not fully support the grievant; however, it was recommended the cause for dismissal be reopened. The chancellor accepted the recommendations but added additional process steps before the case could be concluded. The grievant did not accept the decision of the chancellor; therefore, dismissal was affirmed.

Board of Review Case 15-03: Disbanded as a settlement was reached with the grievant. A hearing was not held.

Complaint Case 15-04: A complaint case was appointed for review by the Faculty Council Executive Committee as per the bylaws of the Faculty Council regarding matters concerning the Office of Equal Opportunity. The EC's recommendations did not fully support the grievant. The chancellor accepted the board's recommendations.

Board of Review Case 15-05: A Board of Review was appointed and a formal hearing was held on July 21, 2015, regarding a negative tenure decision. The board's recommendations did not fully support the grievant; however, it recommended addressing existing structural issues related to the process. The chancellor accepted the board's final report and recommendations.

Board of Review Case 16-01: A Board of Review was appointed and an initial meeting was held on May 2, 2016, regarding a negative promotion and tenure decision. A hearing was not held by the time of this report.

Complaint Case 16-02: A complaint case was appointed for review by the Faculty Council Executive Committee as per the bylaws of the Faculty Council regarding matters concerning the Office of Equal Opportunity. A hearing was not held by the time of this report.

Requests Denied:

A request for a Faculty Board of Review was received after a negative promotion and tenure decision. After negotiations, an administrative resolution was not achieved. The IFC Executive Committee did not agree to move the case forward to a formal review.

Total Number of Grievances Referred to the Faculty Grievance Advisory Panel: 2

Members of the Faculty Grievance Advisory Panel reported two contacts by faculty members or librarians during the 2015-2016 academic year.

- 2 Grievances were resolved prior to any request for a Board of Review.
- 0 Grievance was sent to a Board of Review.
- 0 Grievances have not been referred to a Board of Review.