

Report of the BFC Faculty Board of Review for 2014-2015

January 4, 2016

The FBR received seven cases in the 2014-2015 academic year, including 2 from non-tenure track faculty. As of the date of this report all have been concluded. We decided to call a hearing in just one of the four cases concluded to date.

All cases are laid out in the table below, where “partially sustained” means that the FBR found that some but not all of the specific complaints contained in the grievance were substantiated, and that these complaints warranted some remedy.

	Type	FBR Decision	Unit	Received	Concluded
1.	Tenure	Partially sustained	SPH	August 2014	December 2014
2.	Non-reappointment after 3 rd -year review	Partially sustained	COAS	October 2014	February 2015
3.	Retirement benefits	Previously heard and concluded by the FBR; the current FBR declined to reconsider it.	Music	September 2014	March 2015
4.	Non-reappointment (NTT)	Partially sustained	COAS	January 2015	July 2015
5.	Non-reappointment (NTT)	Not sustained	COAS	May 2015	August 2015
6.	Salary equity (considered jointly with next case)	Partially sustained	COAS	May 2015	October 2015
7.	Salary equity	Partially sustained	COAS	May 2015	October 2015

The FBR chair also consulted, sometimes extensively, with 3 other faculty who were or are considering filing grievances.

This year the composition of the Board was very fluid, as several times we added alternates to replace members who recused themselves because of possible conflict of interest, or to replace others who were unavailable when a particular case arrived.

Recommendations:

1. Last year the FBR experimented with IU Box to store and share the voluminous documents related to one case. This year we adopted Box for all cases because it facilitates the organization, filing, and sharing of materials without clogging email inboxes. A folder is created for each new case and the relevant parties are invited to access it with Viewer privileges (allowing them to view, print, and download files but not upload files). The Box folders also serve as a method of preserving the materials related to each case. Box is also considered a secure medium for sharing confidential materials. We recommend this approach to future FBR chairs.
2. Anyone elected to FBR should be prepared to be available in the summer months. We received 2 cases during the summer of 2013-14, and three cases in the summer of AY 204-15. Sometimes cases arrive in late spring and continue into the summer. The campus grievance policy (D-22) establishes deadlines for responding to grievances, which means that cases that arrive at inconvenient times cannot be postponed until the next academic year.

FBR members, 2014-2015:

Moira Marsh, Libraries (Chair)
David Baxter, Physics
Laura McCloskey, School of Public Health
Jeffrey Stake, Law
Murray McGibbon, Theatre & Drama
P. David Polly, Geological Sciences (alternate)
Lara Kriegel (alternate)
Julie Van Voorhis, Fine Arts (alternate)