



UNIVERSITY OF SOUTH CAROLINA

COLUMBIA, S. C. 29208

DEPARTMENT OF FOREIGN LANGUAGES  
AND LITERATURES

REPORT OF ACTIVITIES OF FACULTY GRIEVANCE COMMITTEE  
ACADEMIC YEAR 1983-84

1. Grievant A charged that inadequate consideration was given to unit criteria and that impermissible criteria were used in a decision of non-promotion to the rank of associate professor. The Committee found evidence to support these charges and brought this to the attention of the President, who directed the College to reconsider the file. This reconsideration led to the Grievant's being promoted to the rank of associate professor on January 1, 1984.

2. Grievant B brought grievance concerning denial of due process with respect to termination of employment and further charged that this termination resulted in part from positions that the Grievant had taken that were unpopular with certain administrative officers. The Committee found no basis for the second allegation but did find evidence for the charge of denial of due process. The case was remanded to the Grievant's College for further consideration. Reconsideration did not lead to a retraction of the original decision; however, Grievant B was sent a letter of reappointment in March, 1984.

3. Grievant C charged the use of improper and impermissible criteria by the Department in the case of the 1982-83 annual state evaluation. The Grievant also charged that, subsequent to the annual state evaluation, improper materials were used to substantiate the findings of that evaluation and that the Department Chairman had improperly handled a criticism of the Grievant made by a colleague. The Committee, after hearing testimony on both sides, found that there were no grounds for the grievance and reported this decision to the President.

4. Grievant D brought grievance concerning no increase in salary for the 1983-84 academic year. The Grievant charged that the decision to award no pay increase was not based on College criteria but was rather intended as a punishment for actions taken by the Grievant that did not find favor with the Dean. Having reviewed pertinent documents and heard witnesses on both sides of the case, the Committee decided to try to mediate a settlement agreeable to both the Grievant and the Administration. This was accomplished and the case went no farther.

5. Two cases are pending as of the date of this report (July 30, 1984). In both cases, the attorney representing the faculty member has requested a late August or early September hearing. These cases will, therefore, be heard by the 1984-85 Committee.

Peter Becker (85)  
Steven Blair (85)  
Robert Carlsson (86)

Patrick Hubbard (84)  
Elizabeth Joiner (84), Chairman  
Truman Teed (86)

*E. Joiner*