



UNIVERSITY OF SOUTH CAROLINA

COLUMBIA, S.C. 29208

SCHOOL OF LAW

September 12, 1990

John L. Safko
Secretary to the Faculty
University of South Carolina

Re: 1989-90 Report of the
Grievance Committee

Dear Professor Safko:

Five cases were brought to the Committee during the year. In two of the cases the faculty member withdrew the grievance before any action was taken by the Committee. One matter is still pending.

Two cases involved extensive hearings and were resolved by the Committee. In the first matter the Committee concluded that inadequate consideration of the unit criteria and the use of impermissible criteria lead to a denial of tenure. We recommended that President Holderman reconsider the matter and grant tenure. Although the Committee was not formally advised of President Holderman's action, I understand that the President did grant tenure.

In the second matter the Committee found that there had been errors in the procedures both by the unit and the University Committee on Tenure and Promotion. We remanded this case back to the unit.

The matters seen by the Committee in the past few years indicate that at all levels of review, required procedures are often not being followed. We also noted ambiguities in the Faculty Manual dealing with the grievance process. However, we made no recommendation as to how these problems might best be solved.

Respectfully Submitted

James R. Burkhard