

**UNIVERSITY FACULTY GRIEVANCE PANEL  
CHAIR'S ANNUAL REPORT,  
AUGUST 2021- AUGUST 2022**

**Presented to the Faculty Senate, Tuesday 11/1/2022**

**POLICY CHANGES (this is the same info from 2021 Annual Report)**

- In August 2019, the grievance policy review committee provided recommended policy revisions to the Office of the Provost. These proposed changes were primarily to clarify steps in the mediation and grievance process, what the timeline of that process should look like, and more specifically, what kinds of complaints fall within the purview of the grievance process.
- After several follow-ups inquiring about the status of these policy recommendations, and a few questions from faculty asking for clarification regarding the mediation process in particular, it was determined that a meeting was necessary with persons in the Office of the Provost to discuss these issues.
- On March 2, 2022, in my capacity as Grievance Panel Chair, I met virtually with Dr. Jill Gordon (Office of the Provost, Faculty Affairs), Squig Moore (Director of Employee Success & Development, VCU Human Resources), and Jess Hill (Executive Director, Faculty Human Resources, Office of the Provost). The purpose of the meeting was to “discuss the faculty mediation process and how we might go about creating a training and selection protocol for this purpose.” It was agreed that this was something to consider developing for Fall 2022.
- On 10/18/2022, I emailed Gordon and Hill asking for an update on these issues. This initiative has been postponed due to the timing of other projects, but the new Senior Vice Provost for Faculty Affairs, Mangala Subramaniam, is currently “looking closely at the grievance policy and has some ideas about how it should be structured.”
- As of 10/31/2022, there are no further updates to provide.
- At present, the current policy as posted online is still in effect, so complaints continue to be assessed pursuant to that policy.

**GRIEVANCES**

- There was 1 grievance inquiry made between August 2021 and August 2022. This complaint was determined not to fall within the purview of VCU's current Faculty Mediation and Grievance Policy, and the matter was referred to the Office of Equity and Access Services for consideration.
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Submitted respectfully,



Chair, University Grievance Panel  
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