

## **Faculty Senate Grievance Commission Annual Report 2014 - 2015**

The Faculty Senate Grievance Commission of the University of Pennsylvania is an independent committee consisting of three faculty members appointed by the Faculty Senate Executive Committee. This commission is available to members of the Penn faculty and academic support who allege they have been subject to action that is contrary to the University procedures, policies, and/or regulations, that is discriminatory, or that is arbitrary. During the Academic Year 2014-2015, the commission was composed of Martha A. O. Curley (Nursing, Past Chair), Steven Sondheimer (Medicine, Chair), Parvati Ramchandani, Medicine, Chair-Elect).

During the year, the commission was approached by two members of the faculty, both had been denied promotion.

The first individual filed a formal grievance and spoke with the Chair. The commission pursued additional information from the grievant's department. The commission as a whole reviewed the case in detail, each member reaching an independent conclusion about the merits. The Chair consulted the commission for a consensus after reaching a decision about whether the case should result in a hearing panel. The case was not forwarded to a hearing.

The second case remains outstanding for further consideration in the upcoming year.

Respectfully submitted,

Steven J. Sondheimer (Grievance Commission Chair, 2014-2015)