

STAFF SENATE GRIEVANCE COMMITTEE

April 13, 2020 Meeting Report

The Staff Grievance Committee has not received any grievances since the last full Senate meeting. On a positive note, HR has agreed to share even more historical data on grievances. SGC now has a de-identified Excel report including Date, Type of Grievance, SGC Recommendation, Final Grievance Authority Decision, and Final Outcome for every case dating back to March 2015. This list includes all grievances filed, not just those that were escalated to the point of SGC involvement. In addition, as SGC Chair, I have a separate Excel file that also includes the department in which each of these grievances originated. Mary Elizabeth Miles felt that this sensitive departmental information should remain in only the Chair's hands.

To my knowledge, HR has never shared this much historical grievance data before. As current SGC Chair, I will add to these documents as new grievances are filed; future SGC Chairs will receive these documents and should add to them, as well.

Special thanks to our fellow Senator Meg Peavy for her work on CODRE; it was Meg's request for this information that sparked the conversations with HR and ultimately led to this win for transparency.

Respectfully submitted,

Jason Beare

Chair, Staff Grievance Committee