

**Indiana University-Purdue University Fort Wayne**

**Indiana University Faculty Board of Review**

**Memorandum**

**To: IPFW Faculty Senate**  
**From: Indiana University Faculty Board of Review**  
**Dipak Chowdhury**  
**Mark Crouch**  
**Michael Nusbaumer**  
**Mary Helen Thuente, chair**  
**Cheryl Truesdell**  
**Subj: Faculty Grievance Process**  
**Date: February 26, 1998**

**WHEREAS, the faculty grievance process is a duly authorized right guaranteed by the Indiana University Academic Handbook and is essential to the good and welfare of the faculty and of IPFW; and**

**WHEREAS, the cooperation of the administration is necessary if faculty who file grievances are to receive due process and have their concerns addressed in an appropriate and timely fashion; and**

**WHEREAS, the bylaws of the IPFW Faculty Senate authorize "investigation" of the case by the Indiana University Faculty Board of Review; and**

**WHEREAS, faculty who file grievances and who serve on the Faculty Board of Review should not be subjected to harassment, intimidation, and retaliation; and**

**WHEREAS, any challenge to the authority of the Indiana University Faculty Board of Review is a challenge, not only to the rights of Indiana University faculty to a grievance process, but to all IPFW faculty's right to receive due process and to have their grievances heard in a timely and appropriate fashion; and**

**WHEREAS, the attached report from the 1997-98 Indiana University Faculty Board of Review indicates that (1) the authority and the efforts of the Indiana University Faculty Board of Review have been challenged and thwarted by the IPFW administration, as well as the office of the Indiana University Counsel, and (2) that faculty who have participated in the grievance process overseen by the 1997-98 Indiana University Faculty Board of Review have been subjected to harassment, intimidation, and retaliation,**

**BE IT RESOLVED, that the IPFW Faculty Senate**

**Strongly supports the bylaws of the Senate that outline the powers of the Indiana University Faculty Board of Review, and the right of Indiana University faculty to the grievance procedure outlined in the Indiana University Academic Handbook; and**

**Expresses its regret that the 1997-98 Indiana University Faculty Board of Review has had its authority and efforts inappropriately challenged and thwarted by the IPFW administration, as well as the office of the Indiana University Counsel, and that any harassment, intimidation, and retaliation was experienced by faculty who participated in the grievance process overseen by the 1997-98 Indiana University Faculty Board of Review; and**

**Urges that any evaluation of the administration, such as is outlined in Senate Document 92-13, assess the administration's participation in good faith in the faculty grievance process, in particular faculty perceptions of possible intimidation, harassment, and retaliation, and**

**Urges the IPFW administration to recognize the authority of and cooperate in good faith with future Indiana University Faculty Boards of Review and all IPFW faculty involved in any grievance process.**