

## **FACULTY STATUS AND GRIEVANCES COMMITTEE REPORT 2020-2021**

The Committee did not hear any cases during the 2020-2021 academic year.

However, we were involved in a situation that was resolved before becoming a case. This involved the FPPM language on annual review for probationary faculty members and how to treat someone who entered with years toward tenure. Our brief investigation revealed that departments were not using the same timeline—some treated the candidate as if they were in their first year (regardless of years toward tenure) and others did not. On behalf of the committee, the Chair consulted with the Provost's office and, after a meeting of the Provost and Associate Provosts, it was determined that language was vague and needed to be clarified. It was suggested that everyone should have a "first year" if they are new to Longwood. The Chair reached out to the committee that addresses promotion and tenure policy and committee agreed to address the issue and send any needed changes in language to Senate.

Also, the Faculty Status and Grievances Committee proposed an overhaul of the language in the FPPM related to this committee, especially in relation to voting procedures. Per the Provost, language had not been significantly updated since 1980. A draft of new language was sent to Associate Provost Shoenthal and, after minor revisions, was sent to Faculty Senate. We were notified that the proposal will be reviewed by Senate in fall 2021 and any changes approved will be applied in the same year.

Elections were conducted in March using an electronic ballot. The following individuals will serve for the 2021-2022 academic year:

### **Returning members:**

Jennifer Apperson (Ed)  
Melanie Marks (CBE)

### **New members:**

Heather Lettner-Rust (A&S)  
Jake Milne (A&S)  
Adam Franssen (A&S)

### **Alternates:**

Chuck Ross (A&S)  
Naomi Tsigaridas (A&S)  
Bill Abrams (A&S)  
Chris Swanson (A&S)

Members have been sent an email on 4/9 about selection of a chair. (Terms for new members started on 4/8).

(Submitted by Melanie Marks on 4/9/2021.)