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# Faculty grievance policy damaging to university

Published Saturday, August 23, 2008

**Editor, the Tribune:** The viability of the faculty grievance process is essential to foster, promote and maintain academic excellence. A recent Tribune article highlighted the failures of the faculty grievance process at the University of Missouri.

In the Aug. 10 article "Faculty complaints," Deputy Chancellor Mike Middleton is quoted as saying, "The question is has that bully violated one of the collected rules. I would love to have a mechanism to weed them out or correct their misbehavior, but they are employees, too. They have rights, and unless they violate a rule, there is no action that I can take under the grievance process." Surely the deputy chancellor cannot possibly be suggesting that grievants are bullying the bullies. There is no way to distract from the fact that the administration does not take meaningful action when a bully has clearly violated rules and regulations.

This lack of protection is a real problem for everybody at MU because the bullies are causing so much damage - way more than will ever be documented by grievances.

Everybody is well advised to remember the incisive arguments by Gary and Ruth Namie: "Bullies are driven by deep-seated insecurities and fears of inadequacy, they intentionally wage a covert war against an organization's best employees - those who are highly skilled, intelligent, creative, ethical, able to work well with others and independent (who refuse to be subservient or controlled by others)... Good employers purge bullies. Bad ones promote them."

*Rainer Glaser*

*Professor of chemistry*

*4308 Royal Aberdeen St.*

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