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UNITED ACADEMICS NEWS RELEASE

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UVM faculty discrimination grievance goes to Vermont Labor Relations Board

Burlington, VT - United Academics (AAUP/AFT), the faculty union representing both full- and part-time faculty at the University of Vermont, has filed a contract grievance against the University with the Vermont Labor Relations Board. The first day of hearing is scheduled for March 11 at the Labor Board office in Montpelier starting at 9 a.m. The union is charging that the University has discriminated against five female assistant clinical professors of nursing with respect to their salaries.

The grievance points out that approximately two years ago the University hired a male clinical assistant professor with similar education and credentials for a similar clinical nursing faculty position at a salary significantly higher than the salaries being paid to five female faculty with considerably greater experience, and also higher than an offer made to a female six months previously for the same position.

Under the provisions of the collective bargaining agreement that sets forth terms and conditions of employment for the full-time faculty at the University, the matter was referred to the University's Affirmative Action and Equal Opportunity Office for investigation. According to David Shiman, president of United Academics, that investigation concluded that the salary differences could only be accounted for by gender and not market factors. In spite of this finding, Shiman said, the University was unwilling to make a settlement offer that would have closed the gender gap. Thus the union has brought the case to the Vermont Labor Relations Board for adjudication.

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