

REPORT OF
FACULTY ADVISORY COMMITTEE

Adopted as presented

Item 1.

Change in description of the Senate Steering Committee.

To the description of the Senate Steering Committee (page 21 of the current Faculty Manual) the Faculty Advisory Committee recommends the addition of the following sentence:

The Committee consults with and advises the Administration on annual and/or extraordinary budgetary matters and about the long-term fiscal strategy of the University.

Item 2.

Adopted as presented.

Modifications in Grievance Procedures.

Present Wording

Proposed Wording

Non-reappointment during the probationary period is different from a decision of non-reappointment in conjunction with a denial of tenure in the penultimate year of the maximum probationary period and as such, with the exception of a claim of denial of academic freedom does not constitute grounds for a grievance under the Academic Grievance Procedures.

Non-reappointment during the probationary period is different from a decision of non-reappointment in conjunction with denial of tenure in the penultimate year of the maximum probationary period and as such, constitutes grounds for a grievance only under the limited grounds stated in the Academic Grievance Procedures.

5. Before the end of the probationary period a decision will be made to grant or deny tenure. If the decision is to deny tenure, notice will be given in writing before the end of the penultimate year of the maximum probationary period. If notice is not given by the specified time, the appointment of the faculty member will thereafter be a continuous (or tenure) appointment.

5. Before the end of the probationary period a decision will be made to grant or deny tenure. If the decision is to deny tenure, notice will be given in writing before the end of the penultimate year of the maximum probationary period. If notice is not given by the specified time, the appointment of the faculty member will thereafter be a continuous (or tenure) appointment.

Non-reappointment in conjunction with denial of tenure in the penultimate year may be grounds for a grievance under the Academic Grievance Procedures.

Non-reappointment in conjunction with denial of tenure in the penultimate year may be grounds for a grievance under the full provisions of Academic Grievance Procedures.

ACADEMIC GRIEVANCE PROCEDURES

ACADEMIC GRIEVANCE PROCEDURES

For grievances involving nonreappointment, denial of tenure or denial of promotion, see Section I. For grievances involving termination of a tenured faculty member, see Section II.

For grievances involving nonreappointment, see Section I, for those involving denial of tenure or denial of promotion, see Section II. For grievances involving termination of a tenured faculty member, see Section III.

For grievances or procedures other than those stated in Sections I and II, the faculty member shall attempt to resolve the issue at the department level. If a solution cannot be obtained at that level, the redress may be pursued through the subsequent

For grievances or procedures other than those stated in Sections I, II, and III, - the faculty member shall attempt to resolve the issue at the department level. If a solution cannot be obtained at that level, the redress may be pursued through the subsequent offices of Dean,

ACADEMIC GRIEVANCE PROCEDURES (continued)

Present Wording

office of Dean, Provost, and President. If redress cannot be obtained from any of these officers, the faculty member may appeal to the Faculty Grievance Committee. If the Committee finds that there are grounds for a grievance, the Committee shall attempt to resolve the matter through mediation or other appropriate action. The Committee shall report its recommendations and the reasons therefor to the faculty member and to the President. The faculty member may appeal the action of the President to the Academic Affairs Committee of the Board of Trustees acting in consultation with the Faculty Liaison Committee. A review by the Committee of the Board of Trustees acting in consultation with the Faculty Liaison Committee. A review by the Committee of the Board of Trustees is the final level of recourse within the University, and actions by this Committee are final.

I. Grievance Procedure for Nonreappointment or Denial of Tenure or Promotion

If the grievance concerns nonreappointment, denial of tenure or denial of promotion, the faculty member upon receiving notice may seek relief by taking the steps outlined below. The grievance procedure may turn out to be lengthy, and the faculty member who initiates a grievance procedure is advised to maintain a file of dated correspondence sent and received as well as dates and notes of conferences held concerning the case. Failure of any administrative official or reviewing authority to comply with the deadlines for action specified herein shall not operate to reverse or modify a non-reappointment, tenure, or promotion decision, but shall permit the faculty member to proceed directly to petition the Faculty Grievance Committee for consideration.

Proposed Wording

Provost, and President. If redress cannot be obtained from any of these officers, the faculty member may appeal to the Faculty Grievance Committee. If the Committee finds that there are grounds for a grievance, the Committee shall attempt to resolve the matter through mediation or other appropriate action. The Committee shall report its recommendations and the reasons therefore to the faculty member and to the President. The faculty member may appeal the action of the President to the Academic Affairs Committee of the Board of Trustees acting in consultation with the Faculty Liaison Committee. A review by the Committee of the Board of Trustees is the final level of recourse within the University, and actions by this Committee are final.

I. Grounds for Grievance for Nonreappointment

Grievances concerning nonreappointment are limited to the grounds of denial of academic freedom or the denial of procedural due process. The matter of due process is deemed to apply in particular to the required annual faculty evaluation and the observance of the timely notice requirements.

If these grounds are believed to exist the faculty member shall have access to the grievance procedure outlined in Section II.

II. Grievance Procedure for Denial of Tenure or Promotion

If the grievance concerns denial of tenure or denial of promotion, the faculty member upon receiving notice may seek relief by taking the steps outlined below. The grievance procedure may turn out to be lengthy, and the faculty member who initiates a grievance procedure is advised to maintain a file of dated correspondence sent and received as well as dates and notes of conferences held concerning the case. Failure of any administrative official or reviewing authority to comply with the deadlines for action specified herein shall not operate to reverse or modify a non-reappointment, tenure, or promotion decision, but shall permit the faculty member to proceed directly to petition the Faculty Grievance Committee for consideration.