

ATTACHMENT 4.

SUBSTITUTE FACULTY GRIEVANCE

PROCEDURES

Preamble:

A grievance is a dispute between a faculty member and a University supervisory authority concerning the authority's decisions or recommendations regarding: (i) evaluation of the faculty member's performance against a previously established set of criteria; (ii) assignments of duties; or (iii) establishment of salaries. Inherent in every such decision or recommendation is an exercise of professional judgment concerning the quality of a faculty member's performance. Disagreements over the accuracy of such judgments may be thought to give ground for grievance. But the function of a grievance committee is not to remake an earlier decision, but only to review it for improprieties unrelated to difference in opinion. Therefore, consideration of a grievance by the Faculty Grievance Committee shall not include an independent assessment by the committee of the quality of a faculty member's performance. To the extent that the quality of a faculty member's performance may be relevant at all, and particularly to the matters set forth in subsection I 4(a), the committee shall be limited to considering whether or not there is a factual basis in the record, taken as a whole, upon which an individual acting in good faith could rationally reach the result attacked.

Academic Grievance Procedures

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