

I.

Changes to Faculty Manual, pages 34-38

PRESENT PROCEDURES

ACADEMIC GRIEVANCE PROCEDURES

For grievances involving non-reappointment, 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, 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, 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 is the final level of recourse within the University, and actions by this committee are final.

I. GROUNDS FOR GRIEVANCE OF NON-REAPPOINTMENT

Grievances concerning non-reappointment are limited to the grounds of denial of academic freedom or denial of procedural due process. The matter of due process is deemed to apply in particular to 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 procedures 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 tenure or promotion decision, but shall permit the

PROPOSED PROCEDURES WITH CHANGES UNDERLINED

ACADEMIC GRIEVANCE PROCEDURES

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