

Faculty Grievance and Appeals Committee –Chair: Dr. Robbie Cochrum

The Faculty Grievance and Appeals Committee is guided by the aim of maximizing the protection of the principles of academic freedom and due process. This committee does not replace the role of Faculty and Administrators in making employment-related decisions.

Appeals of tenure or promotion decisions are handled by the University Tenure and Promotion Appeals Committee. In accordance with TBR, University, and other government entities which follow procedures outlined elsewhere, grievance(s) other than tenure and promotion appeals and grievance(s) associated with the Office of Equity, Diversity and Compliance—which may involve issues of a hostile working environment, harassment, or discrimination based on race, ethnicity, gender, sexual orientation, age or disability—shall be addressed in writing to the Faculty Senate Chair. The Faculty Senate Chair shall forward the information to the Chair of the Faculty Grievance and Appeals Committee. Once the committee receives the information, Grievant(s) shall be offered the opportunity to present their grievance(s) in person. After hearing and reviewing evidence in the case, the committee shall make a recommendation by majority vote and submit it to the Vice Chair for Academic Affairs. Should the committee be deadlocked, the Committee Chair may break the tie. 34 In all cases, Faculty are entitled to notice regarding grounds on which administrative action has been taken. All matters before the Faculty Senate Grievance and Appeals Committee are kept in strict confidence, subject to state open records laws. The Grievant is assured that complaints will not result in retaliatory actions. The Grievant is entitled to a response within ten business days. The Faculty Grievance and Appeals Committee is a standing committee charged with the following tasks:

- receiving complaints regarding violations of due process and fairness pertaining to:
 - working conditions
 - environmental conditions
 - annual performance reviews or retaliatory action resulting from a grievance or violations of provisions contained in the Faculty Handbook and in collegiate and departmental bylaws
- gathering evidence and making recommendations to the Faculty Senate for the disposition of cases
- forwarding approved recommendations to the Office of Academic Affairs for dissemination to appropriate personnel
- informing the grievant(s) of the decision(s) rendered
- submitting all recommendation decisions to the Chief Academic Officer monitoring progress of recommendations.

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