

Grievance Procedures Available to Members of the Arts & Sciences Faculty

By Kind of Grievance [1]

| Nature of Grievance | Forums Available to Faculty Member | Source of Authority | Formal Procedures [2] |
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| A. Denial of Tenure | A&S Review Comm. on Faculty Personnel Procedures (if faculty member alleges that "inadequate or unfair consideration in terms of the relevant standards of the school") | WU Tenure Policy VI.B.1.e; A&S Manual III.C | A&S Manual of Procedures, pp. 10-11. |
| B2. Alleged Violation of Academic Freedom (Typically a challenge to an administrative or supervisory action.) | WU Advisory Committee on Tenure and Academic Freedom if faculty member claims that "considerations which violated his/her academic freedom significantly contributed to adverse decisions concerning such matters as salary, promotion, assignment of teaching duties, assignment of space or other facilities, termination of appointment, or penalties brought to bear." | WU Tenure Policy VII.C. | WU Tenure Policy VII.C. (After making sure that the faculty member has exhausted available alternatives, Advisory Committee investigates and may attempt to resolve. If the Advisory Committee cannot resolve the matter, it <u>may</u> refer it to the WU Hearing Committee, see WU Tenure Policy Section XI, for consideration under elaborate procedures of WU Tenure Policy Sections IX. If the Advisory Committee does not refer the matter to the Hearing Committee, no hearing takes place.) |
| B2. Alleged Violation of Academic Freedom resulting in decision not to reappoint probationary faculty member. | Same as B1. | Same as B1. | Same as B1 <u>but</u> faculty member may proceed to Hearing even if the Advisory Committee does not so recommend. |
| C. Complaint that faculty member may have violated responsibilities set forth in WU Tenure Policy II. (Complaint about conduct of individual faculty member.) | Senate Council (which may refer to Advisory Committee for investigation and recommendation) | WU Tenure Policy XII.A. | WU Tenure Policy XII.A. (Senate Council may refer matter to WU Advisory Committee for investigation and recommendation to full Council; Senate Council may then vote to recommend appropriate action.) |
| D. Alleged Sexual Harassment | 1. Faculty & Administrative Affirmative Action Comm., <u>or</u> 2. Academic Administrator or Sexual Harassment Response Coordinator or Advisor (often HR), <u>or</u> 3. Senate Council (as in C, above). | 1. WU Sexual Harassment Policy, WU Tenure Policy XII.B. 2. WU Sexual Harassment Policy, WU Tenure Policy n.8, federal law 3. See C, above. | 1. WU Sexual Harassment Policy, WU Discrimination and Sexual Harassment Hearing Procedures, WU Tenure Policy XII.B. 2. Flexible, but as a practical matter, Sexual Harassment Response Coordinator normally investigates in a manner appropriate for the seriousness and specificity of the allegations (and can seek outside assistance if necessary). HR then makes report and recommendation to appropriate administrator. 3. See C, above. |
| E. Alleged Violation of Policy on Consensual Faculty-Student Relationship. | Department Chair, Dean or "other responsible person" must initiate investigation of any credible allegation of violation. | WU Policy on Consensual Faculty-Student Relationships. | WU Policy on Consensual Faculty-Student Relationships. |

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| F. Alleged Violation of Research Integrity | Committee on Research Integrity. | WU Research Integrity Policy | Research Integrity Policy discusses roles and procedures of Committee on Research Integrity and Research Integrity Inquiry Panel. |
| G. Alleged Conflict of Interest | "Violations . . . shall, if not resolved, subject the employee to sanctions or other actions permitted by University policy." Forum not specified, but presumably options identified in C and _ | WU Conflict of Interest Policy. | WU Conflict of Interest Policy, section F. |
| H. Any non-academic grievance against a student. | File charges under University Judicial Code ("UJC") | UJC | University Judicial Code |
| I. Academic grievance against undergraduate. | 1. A&S Academic Integrity Committee (unless expulsion or suspension is sought). 2.UJB (if expulsion or suspension is sought). | 1.A&S "Proposals on Student Academic Integrity & Faculty Responsibility" 2. UJC | 1. A&S "Proposals on Student Academic Integrity & Faculty Responsibility" 2. UJC |
| J. Academic grievance against graduate student | GSAS Academic Integrity Policy for Graduate Students | GSAS Policy and UJC | GSAS Policy |
| K. Complaints about University-wide policies or "matters affecting the welfare of the University as a whole." | University Senate Council | Charter of the WU Faculty Senate and Senate Council | Charter IV.3 gives the Senate Council <u>discretion</u> to consider such matters and make recommendations as it deems advisable to executive vice chancellors, vice chancellors, or other designees of the Chancellor. |
| L. General/miscellaneous (Includes grievances against non-academic staff members and general grievances concerning policies) NB: These general-purpose options are generally available as alternatives to the specific alternatives identified above. | 1. Academic Administrator (e.g., chair, dean, chancellor) 2. Human Resources Administrator 3. A&S Faculty Council | 1. Implicit (and, in some circumstances, required by law); see also WU Tenure Policy fn. 8. 2. Same. 3.A&S Manual of Procedures. | 1. Flexible. Administration may refer matters to standing or ad hoc committee, or to internal or external others for investigation and consideration. Within A&S, Dean may refer matters to Faculty Council (which acts "in an advisory capacity to the Dean of Faculty on confidential matters"). 2. Flexible, but as a practical matter, HR normally investigates in a manner appropriate for the seriousness and specificity of the allegations (and can seek outside assistance if necessary). HR then makes report and recommendation to appropriate administrator. 3. Flexible. Faculty Council may "on its own initiative, act in an advisory capacity to the Dean of Faculty on confidential matters." |

[1] Where faculty committees hear grievances, their findings are advisory and are typically made to specified administrators.

[2] Any formal procedures for appeals are not addressed in this chart.