FACULTY GRIEVANCES

WHAT ACADEMIC ADMINISTRATORS SHOULD KNOW

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FACULTY GRIEVANCE FLOWCHART
How Should You Initially Handle a Grievance

• Determine the type of grievance
• Determine who is it against
• Familiarize yourself with the applicable rule
• Call the Dean of Faculties for guidance
### Who Is Grieving and Why

<table>
<thead>
<tr>
<th>WHO</th>
<th>WHY</th>
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<tbody>
<tr>
<td>Faculty against faculty</td>
<td>Wages</td>
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<tr>
<td>Faculty against staff</td>
<td>Hours of employment</td>
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<tr>
<td>Staff against faculty</td>
<td>Conditions of work</td>
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<tr>
<td>Student against faculty</td>
<td>Title VII Discrimination</td>
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<tr>
<td>Faculty against administrator</td>
<td>Title IX Sexual Harassment</td>
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</table>
The Grievances You Handle Internally

Wages
Hours of employment
Conditions of work

Promotions
Evaluations
Hostile environment
Harassment

Insubordination
Performance
Work assignment
Prohibited Consensual Relationships
The Grievances You Forward To OREC

PROHIBITED CONDUCT

Illegal Discrimination
Sexual Harassment
Related Retaliation
The Grievances You Forward To The DOF

Appeals on Dean’s decisions emanating from CG recommendations
Appeals on Dean’s decisions on salary grievances
Handling Regular Grievances

SAP 12.99.99.M0.01

EXCLUDES:

- Tenure
- Dismissal
- Constitutional rights
- Discrimination or related retaliation

TWO STEPS

a) discussion between faculty member and department head

1. **INFORMAL** b) discussion with dean
   
c) possibility to refer it to college wide committee
Handling Regular Grievances

a) formal letter of complaint to dean requesting presentation to college wide committee
b) referring complaint to committee

2. FORMAL
   c) hearing of the complaint by the committee (30 days)
   d) recommendation from committee to dean (10 days)
   e) dean issues decision (10 days)

What if grieving faculty does not agree with the dean’s decision?

THE UNIVERSITY GRIEVANCE COMMITTEE
Salary Grievances

Under Section 8 of SAP 12.99.99.M0.01

Follows similar process of informal resolution
  Appeal goes to Dean of Faculties
  Ad hoc committee at the request of the Dean of Faculties or grievant
  Recommendation of the committee to the Dean of Faculties
  Dean of Faculties decides
  Decision may be appealed to Provost
Grievance of Annual Reviews

Rule 12.01.99.M2

§2.4.3.6 No grievance or appeal regarding substance of annual review

§2.4.3.5 Complaint on failure to follow department published guidelines or in their absence, college guidelines

Complaint to Dean --- decision appealable to Dean of Faculties
Complaint and Appeal Procedure for Non-faculty Employees

Rule 32.01.02
Applies to complaints submitted to HR

2 Instances

Complaints filed by a staff member against a faculty member
Appeals by staff member of employment actions taken by a faculty supervisor

HR investigates BUT
Dean of Faculties may investigate but Dean of Faculties decides
Grievance on Non-Renewals

Policy 12.01
§7.2 Right to present a grievance over non-renewal

Rule 12.01.99.M2
§5.4 Reflects right for non-tenure and provides process for consideration

§9.1 Excludes non-tenure track from CAFRT if not reappointed
Prohibited Consensual Relationships

WHO

• Employee (Faculty) vs. Undergraduate
• Individuals under the employee’s authority or supervision

WHY

1. conflict of interest;
2. allegations that the relationship resulted from coercion, exploitation and/or harassment; or
3. allegations of favoritism and/or unfair treatment
Ethic Points Complaints

Dean of Faculties

May request that you informally investigate and report back
May launch a formal independent investigation:

Ad-hoc investigators

Investigations fall under a established process

• 32.01.02.M1 • 12.99.99.M2
QUESTIONS?