

14. GRIEVANCES

14.1. DEFINITION

A grievance is an allegation that existing University policies, rules, regulations, practices, and/or procedures have been violated, misinterpreted, and/or improperly applied. For the purposes of this Handbook, there are two categories of grievances:

- Issues concerning a faculty member's professional appointment that are heard by the peer review committees (Section 14.2 below), and
- All others (see Section 14.3 below, Complaint Process)

14.2.1. MATTERS SUBJECT TO PEER REVIEW

Only the following matters, all of which affect a faculty member's professional employment at the University, may be grieved through the Peer Review Process:

- Negative recommendation from the provost on an application for-reappointment, promotion or tenure;
 - Candidates receiving a negative recommendation from any previous level are to follow the guidelines set forth in Section 3.2.14 for formal reconsideration
- Cases involving alleged wrongful discrimination, except for cases of alleged sexual discrimination which are covered in Section 16.8, Sexual Harassment/Gender Discrimination, of this Handbook;
- Cases involving alleged violation of professional ethics and responsibilities, as set forth in Section 16.2, Professional Ethics and Responsibilities, in this Handbook;
- Termination for medical reasons, as set forth in Section 10.5, Termination for Medical Reasons, in this Handbook;
- Program reduction and faculty reassignment, as set forth in Section 10.6 in this Handbook;
- Termination for cause, as set forth in Section 10.8, Termination For Cause, in this Handbook; and
- Cases involving disagreement with a post-tenure review development plan, as set forth in Section 9.6.4 in this Handbook.

The Peer Review Process will deal with grievances of matters listed above only for persons who receive a faculty contract; no person who receives an administrative contract (e.g., dean, associate provost, vice president) may utilize the Peer Review Process. Section 14.3, Complaint Process, applies to all other complaints, grievances, and appeals by faculty members.