

Adapted - PET - Oct 3, 2023

4.04 / RESOLUTION OF INTERNAL DISPUTES FOR FACULTY		
Section	Replace	With
II.A	<p>Informal Means of Resolution</p> <p>Any faculty member who has a grievance must first make a bona fide effort to resolve the matter through University established lines of authority. In most instances this should involve the chair, and if appropriate, the dean. If discrimination is alleged, the faculty member shall seek resolution by contacting the <u>Executive Director of Equal Opportunity</u>. In the event that the complaint is directed against the Provost, the faculty member is encouraged to seek resolution of the dispute with the President of the University. If a faculty member appeals to agencies outside the University before the internal grievance procedure has been completed, the President of the University may tell the Faculty Senate Rules Committee to stop the review.</p>	<p>Informal Means of Resolution</p> <p>Any faculty member who has a grievance must first make a bona fide effort to resolve the matter through University established lines of authority. In most instances this should involve the chair, and if appropriate, the dean. If discrimination is alleged, the faculty member shall seek resolution by contacting the <u>Associate Vice President and University Title IX Coordinator</u>. In the event that the complaint is directed against the Provost, the faculty member is encouraged to seek resolution of the dispute with the President of the University. If a faculty member appeals to agencies outside the University before the internal grievance procedure has been completed, the President of the University may tell the Faculty Senate Rules Committee to stop the review.</p>
III.A.1	<p>Filing the Complaint</p> <p>If the dispute is not settled through the required informal means, the faculty member may invoke the University's grievance policy by contacting the Chair of the Faculty Senate Rules Committee and submitting a formal complaint. In matters alleging discrimination, if contacted first, the Faculty Senate Rules Committee Chairperson will direct the faculty member to the <u>Executive Director of Equal Opportunity</u>.</p>	<p>Filing the Complaint</p> <p>If the dispute is not settled through the required informal means, the faculty member may invoke the University's grievance policy by contacting the Chair of the Faculty Senate Rules Committee and submitting a formal complaint. In matters alleging discrimination, if contacted first, the Faculty Senate Rules Committee Chairperson will direct the faculty member to the <u>Associate Vice President and University Title IX Coordinator</u>.</p>
III.A.4	<p>A faculty member may be placed on administrative leave during a grievance if the <u>Executive Director of Human Resources</u>, in consultation with the appropriate Dean, deem there is an</p>	<p>A faculty member may be placed on administrative leave during a grievance if the <u>Chief Human Resources Officer</u>, in consultation with the appropriate Dean, deem there is an immediate danger to the faculty</p>

	immediate danger to the faculty member or to others. The administrative leave may be with or without compensation as determined on a case by case basis.	member or to others. The administrative leave may be with or without compensation as determined on a case by case basis.
IV	NOTHING TO REPLACE – ADD NEW SECTION IV, AS INDICATED IN THE RIGHT COLUMN.	IV. REVISION DATES A. March 15, 2014 B. April 9, 2018 C. October 3, 2023 (maintenance updates only)

6.02 / ADMINISTRATION AND POLICY INTERPRETATION		
Section	Replace	With
I	Assistance in interpreting these policies and procedures is available from the Director of Human Resources, the Associate Vice President and University Title IX Coordinator, or designee, for the Office of Civil Rights, Title IX & ADA Compliance, and the General Counsel of the University.	Assistance in interpreting these policies and procedures is available from the Chief Human Resources Officer, the Associate Vice President and University Title IX Coordinator, or designee, for the Office of Civil Rights, Title IX & ADA Compliance, and the General Counsel of the University.
II	NOTHING TO REPLACE – ADD NEW REVISION DATE AS INDICATED IN THE RIGHT COLUMN.	E. October 3, 2023 (maintenance updates only)