

# Grievance and Appeal Process for Faculty Members

**A&M-Commerce Procedure:** 32.01.R0.01

**Approved:** May 27, 2013

**Next Scheduled Review:** May 27, 2018

**A&M-Commerce Rule:** 12.01.99.R1

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**Next Scheduled Review:** September 8, 2021

**Responsible University Office:**

Office of the Provost and Vice President for Academic Affairs

**Responsible University Administrator:**

Provost and Vice President for Academic Affairs

All faculty members at A&M-Commerce are encouraged to resolve problems in an open manner through normal administrative channels without fear of reprisal. Faculty members and administrators are encouraged to maintain open communication, thereby minimizing the need to resort to the formal grievance procedure.

When a faculty member has a grievance that cannot be resolved by reasoned discussion within the university's normal administrative channels, he or she is entitled to have this grievance reviewed by an elected committee of peers. Depending on the nature of the grievance, the reviewing body will be either the Hearing Committee or the Advisory Committee. The Hearing Committee will review cases involving: (a) dismissal of a tenured faculty member (including financial exigency), (b) dismissal of a probationary faculty member with an unexpired appointment extending beyond the date of dismissal, and (c) referrals from the Advisory Committee concerning non-reappointment of probationary faculty members. The Advisory Committee will review cases involving: (a) non-reappointment of a probationary faculty member when violation of academic freedom is alleged; (b) non-reappointment of a probationary faculty member on alleged grounds of discrimination involving race, sex, age, religion, national origin, or any other category protected by federal regulation; and (c) all other grievances not previously identified.

University [Rule 12.01.99.R1](#) *Academic Freedom and Responsibility*, Section 6, outlines steps in the grievance process and timelines for grievances involving non-reappointment of a probationary faculty member when violation of academic freedom, discrimination, or a procedural violation is alleged; and for grievances involving a tenured faculty member or dismissal of a probationary faculty member with an unexpired probationary appointment.

A faculty member who is a candidate for promotion and/or tenure may appeal a negative decision reached at any level in the university promotion and/or tenure process. See *Appeal Process for Promotion and/or Tenure* in Section V of this handbook, and university

[Rule 12.01.99.R1](#), Section **6**, for more information.

University [Procedure 32.01.01.R0.01](#), *Grievance and Appeal Process for Faculty Members* applies to all grievances other than dismissal or non-reappointment. See [Procedure 32.01.01.R0.01](#) for more information on the timeline for the appeal process for grievances other than dismissal or non-reappointment.