

The University of North Texas at Dallas Policy Manual	Chapter 6.000
6.017 Faculty Grievance	Faculty Affairs

Policy Statement. It is the policy of the University to encourage fair, efficient, and equitable solutions for problems arising out of the faculty employment relationship and to meet the requirements of State and federal law.

Application of Policy. This policy applies to all tenured and tenure-track faculty members.

Definition(s).

Faculty Appeals Committee (FAC). “Faculty Appeals Committee” is a committee appointed annually by the Provost to hear faculty grievances directed to the committee by the Provost or President.

PROCEDURES AND RESPONSIBILITIES.

Grievances Relating to Non-Reappointment, Denial of Tenure or Promotion and Termination.

Upon notification by the Provost of a negative decision of non-reappointment, denial of tenure or promotion, or termination, a faculty member may appeal the decision to the President. The appeal must be submitted to the President, in writing, no later than 10 calendar days after written receipt of the negative decision, indicating the grounds for appeal. The President will forward the appeal to the Faculty Appeals Committee (FAC). If an appeal has been filed, the faculty member will be afforded immediate access to all documents relevant to the personnel decision.

Upon receipt of the request for appeal, the FAC will complete a hearing within 45 calendar days. The hearing will be conducted in accordance with procedures approved by the Provost. A verbatim record of the hearing will be made, a copy of which will be provided to the faculty member at no cost. After conclusion of the hearing, the FAC will notify the President and the faculty member in writing of their recommendation (with a copy to the Provost) within seven calendar days. This notice will include any minority opinions. The FAC’s written recommendation shall include explicit findings on each of the grounds presented. The FAC may find for the faculty member or may reaffirm the original decision.

The President will consider the FAC’s recommendation and the grievance record and render a decision within 30 calendar days after receipt of the recommendation of the FAC. The President must notify the candidate in writing of his or her decision, with a copy to the FAC and the Provost. Except for cases of revocation of tenure where the recommendation would be forwarded to the Board of Regents for consideration and action, the decision of the President is final.

Grievances Relating to Other Working Conditions.

In cases other than non-reappointment, denial of tenure or promotion and termination, faculty may grieve other working conditions such as, merit evaluation, or workload using the following procedure. In such cases, the faculty member will first try to resolve the issue with the immediate supervisor/department chair. If this is unsuccessful, the faculty member may appeal to the next level of administration and submit a grievance to the dean of the division. If unsuccessful, the faculty member may appeal to the Provost whose decision is final. All appeals and decisions must be communicated in writing.

References and Cross-references.

TEX. EDUC. CODE §§ 51.942, 51.960; TEX. GOV'T CODE § 617.005

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