

Executive Summary:

Policy 647 Faculty Member Grievance

Policy 648 Faculty Reduction or Reassignment due to Institutional Reasons

Policy 649 Faculty Remediation, Sanction, and Dismissal due to Cause

Policy 650 Faculty Separation due to Medical Cause

Policy 651 Faculty Retirement and Resignation

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Sponsor: Wayne Vaught, Provost
Anne Arendt, President, Faculty Senate

Steward: Kat Brown, Academic Affairs
Jessi Hill, Faculty Senate

Issues/Concerns (including fiscal impact):

Policy 647 *Faculty Grievance* should be rewritten to clarify its purpose and scope.

Policy 648 *Faculty Personnel Reduction (Interim Policy)*, which has been an interim policy since 2010, needs to be reviewed and updated so it is no longer an interim policy. Also, the policy addresses corrective actions and terminations in the same document as terminations due to medical issues or financial exigency, which we recommend be separated into distinct policies.

Suggested changes:

Rewrite Policy 647 *Faculty Grievance* to ensure a consistent and fair internal grievance process for resolving workplace disputes that arise between full-time faculty members or between faculty members and administrators and that are not addressed by other policies (such as Policies 162, 165, or 648/649).

Split the current Policy 648 *Faculty Personnel Reduction (Interim Policy)* into four policies. It would be appropriate to place these issues into four separate policies because of their disparate nature. The four new policies would be:

- Policy 648 *Faculty Reduction or Reassignment for Institutional Reasons*

This policy will implement USHE Policy R482 to provide detailed processes for financial exigency or program deletions.

Academic Affairs/Faculty Senate

- Policy 649 *Faculty Remediation, Sanction, and Dismissal for Cause (NEW)*

This policy will set forth faculty investigation and disciplinary processes and non-tenured faculty discontinuance processes consistent with law and USHE policy. These processes will reflect fair investigations, due process, and, when appropriate, progressive disciplinary action. This policy will not apply to violations of Policies 162 and 165.

- Policy 650 *Faculty Separation due to Medical Cause (NEW)*

This policy will reflect due process rights provided in USHE Policy R481 for tenure-track/tenured faculty members with “substantially impaired performance for medical reasons for which accommodations have not been successful.”

- Policy 651 *Faculty Retirement and Resignation (NEW)*

This policy will supply clear procedures and terms for tenure-track/tenured faculty members who choose to resign or retire from the institution.

Action(s) Requested:

President’s Council has already approved this bundle to enter Stage 1; however, at that time, Policy 647 was open for only limited scope revision. It now requires a complete revision; in addition, the focus of the new policies has changed. Therefore, we are resubmitting this updated executive summary for President’s Council and approval.

Drafting Committee Members:

Representatives from Faculty Senate, Academic Affairs, Office of General Counsel, and Human Resources. PACE and UVUSA will be invited to participate.