

THE UNIVERSITY SENATE OF MICHIGAN TECHNOLOGICAL UNIVERSITY

FACULTY GRIEVANCE POLICY

([Proposal 23-00](#))

Senate Policy 704.1 [Coordinating Procedures 704.1.1](#)

Grievable Issues

A grievance is a complaint alleging a misinterpretation, incorrect application, or violation of a policy, procedure, or practice of the University, not pursuable by the faculty member under other University procedures and/or policies. Some examples of "grievable issues" are the following: the application of policy, salary levels or salary adjustments, teaching loads or workload, reprisals, academic freedom, facilities or space, and sanctions. The following issues are non-grievable under this procedure:

1. determination of policy, which is the domain of the governance system;
2. promotion and tenure actions, which have their own appeal procedure;
3. items falling within the domain of other University procedures, such as discriminatory actions, scientific misconduct, conflict of interest, threatening or violent behavior, and Equal Employment Opportunity complaints.

Collegial Communications

Most faculty concerns or complaints can be resolved informally through normal collegial communications. Accordingly, faculty members are encouraged to take their complaints to their relevant supervisor in the normal spirit of faculty problem solving. The grievant is strongly urged to involve the Ombudsperson. If this does not lead to a mutually satisfactory outcome, the faculty member may pursue the issue through the procedural steps specified in the [Senate Procedures 704.1.1](#)

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