

The University Senate of Michigan Technological University

PROPOSAL 34-95

GRIEVANCE POLICY STATEMENT

It is the policy of Michigan Technological University to have an effective procedure for reviewing and resolving faculty grievances. 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 in some other forum. 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 jurisdiction of other University appeal procedures, such as discriminatory actions, scientific misconduct, and Equal Employment Opportunity complaints.

This policy shall be administered in accordance with procedures recommended by the Senate and approved by the Executive Vice President and Provost.

Adopted by Senate: April 19, 1995

Tabled by President: November 1, 1995