

CHAPTER III - ACADEMIC AFFAIRS

3.42 Faculty Grievance Policy (6.43; revised; process removed to align it with all other grievance policies; new title)

In addition to the grievance allegations outlined in Chapter VIII, sections 8.76, 8.77, and 8.78, a faculty member may also submit, through the Campus Complaint Coordinator, a formal complaint based on any of the following:

1. A denial of, or infringement upon, academic freedom;
2. A denial of an application for promotion or tenure;
3. An inequity in salary due to disputes over facts or information. Equity is defined as a faculty salary within 5% of the average salary of all other faculty of the same rank in their discipline. Further, a faculty member must allege that the salary disparity cannot be accounted for by the following:
 - difference in years of service and years in rank
 - productivity in teaching, research, and service
 - centrality of the person's work to the mission of the academic unit
 - past/present administrative dutiesother factors set forth as legitimate bases for salary determination in the faculty member's academic unit, such as special appointments, promotion and tenure documentation, or otherwise consistently communicated factors applied generally in hiring and salary increase decisions

For salary inequity appeals, three full academic years must have passed since a final decision was rendered on a faculty member's previous appeal under this process.