

## Bylaw and Revisions – Grievance Committee

### B. Academic Grievance Procedures

#### 1. Ombudspersons

#### 2. Grievance committees

---

A grievant may seek a formal hearing before a grievance-hearing body. For faculty that body is selected by the Clearinghouse Committee. For academic professionals, the hearing body is the Academic Professional Grievance Committee. Detailed procedures may be found in the *Academic Affairs Policies and Procedures Manual*— [ACD 509-02](#), "Grievance Policy for Faculty," or [ACD 509-03](#), "Grievance Policy for Academic Professionals."

##### ***a. The Clearinghouse Committee***

1. The committee shall be composed of the chairs of the Committee on Academic Freedom and Tenure and the Governance Grievance Committee. These two chairs shall be appointed by the UAC from among the committee and board members and shall serve a one-year term.
2. The chair of the Clearinghouse Committee shall be appointed by the UAC. The chair will serve one year.
3. Functions of the committee
  - a. upon written request of a grievant(s), the committee shall decide which one of the two grievance committees (noted above) shall hear the grievance. Jurisdictional decisions shall be made with all members present and shall be based on state law, Board of Regents' policies, and university rules and regulations, including guidelines of the respective grievance committees. However, the grievant(s) or respondent may ask the committee to reconsider its assignment; any decision after such reconsideration is final
  - b. annually, in advance of the April meeting of the University Senate, the Clearinghouse Committee shall submit to the UAC a report containing a summary of its actions and that of each of the two committees, along with any recommendations for changes in the system. The UAC shall submit the report to the University Senate at the April meeting, along with any additional recommendations it may have for any changes in the system. The UAC shall also submit the report to the university president.

##### ***b. The Committee on Academic Freedom and Tenure***

1. ~~Twelve members: six from the Tempe campus and two each from the Downtown campus, the Polytechnic campus and the West campus. Members shall be elected by the Academic Assembly from among tenured professors and tenured associate professors.~~ **Membership. Tenured and tenure-track faculty shall elect twelve members of this committee: six from the Tempe campus and two each from the Downtown campus, the Polytechnic campus and the West campus. Career track faculty shall elect six career track faculty members who have been employed at ASU for at least six years: three from the Tempe campus, and one each from the Downtown campus, the Polytechnic campus and the West campus.** Assembly members may vote only for those nominees for their campus. The term shall be three years, one-third of the elected members to be replaced each year. Members may not hold administrative positions at the level of department chair or above.
2. The committee shall follow the policies and procedures for grievances established in ABOR Policy 6-201 and ASU policy [ACD 509-02](#), "Grievance Policy for Faculty."
3. Functions of the committee
  - a. ~~the committee shall investigate alleged infringements upon the academic freedom, as defined and described in [ACD 201](#) or tenure of faculty members~~
  - b. ~~the committee shall hear cases assigned to it by the Clearinghouse Committee~~
  - c. ~~the committee shall deal with dismissal and disability status.~~

- a. the committee shall hear cases assigned to it by the Clearinghouse Committee
- b. the committee shall deal with cases of disability status.
- c. the committee shall investigate alleged infringements upon academic freedom as defined and described in ACD 201.
- d. The committee shall meet to deal with cases of dismissal, but only the tenured members of the committee shall investigate dismissal of tenure-track or tenured faculty, or alleged infringements upon the tenure of faculty members.

#### I. Dismissal Proceedings

When dismissal is considered for a faculty member who has satisfactorily completed any probationary period established under the existing personnel policies of the university, or for a faculty member whose contract period has been established under the existing personnel policies of the university, or for a faculty member whose contract period has not expired, the matter shall be resolved by procedures described in detail in the *Academic Affairs Policies and Procedures Manual—ACD 501, "Conditions of Faculty Service."* This process differs substantially from other grievance procedures. Grievant(s) have the right to seek mediation through a Conciliation Committee and to appeal to the Committee on Academic Freedom and Tenure directly.

#### II. Disability Status

When an individual has been placed on disability status for more than 18 months, there is no assurance of reemployment with the university. In such cases, dismissal may not be appealed on the basis of employment rights endowed with tenure.

### **c. The Governance Grievance Committee**

1. Twelve members: six from the Tempe campus and two each from the Downtown campus, the Polytechnic campus and the West campus. Members shall be elected by the Academic Assembly from among ~~tenured professors and tenured associate professors~~ **all full-time faculty who have been employed at ASU for at least six years** for a period of three years. Assembly members may vote only for those nominees for their campus. One-third of the elected members shall be replaced each year. Members may not hold administrative positions of department chair or higher.
2. The committee shall follow the policies and procedures for grievances established in ASU policy ACD 509-02, "Grievance Policy for Faculty."
3. Functions of the committee  
The committee shall hear cases assigned to it by the Clearinghouse Committee. These cases are normally cases other than those involving academic freedom and tenure or discrimination. Such cases include grievances involving salary inequities, teaching assignment, access to equipment, and any unfair treatment of faculty by other faculty or administrators.

### **d. The Academic Professional Grievance Committee**

1. The Academic Professional Grievance Committee shall be composed of seven elected regular members. Members of the Committee shall be elected from academic professionals with continuing appointment at the university and those at the level of dean, associate or assistant dean shall be excluded from serving on the committee. Members shall be elected for a period of three years with staggered terms.

2. Functions of the committee: The operation and scope of the committee is found in [ACD 509-03](#), "Grievance Policy for Academic Professionals."