

UNIVERSITY OF PITTSBURGH POLICY 02-03-01

CATEGORY: **ACADEMIC AFFAIRS**
SECTION: **Academic Integrity**
SUBJECT: **Faculty Grievances**
EFFECTIVE DATE: **May 9, 1988**
PAGE(S): **1**

I. SCOPE

This policy establishes the rights of faculty members to seek redress of grievances through a two-step, informal and formal mediation process.

II. POLICY

Any eligible member of the faculty may seek redress for a grievance arising from certain actions by an administrator not covered by other University policies. See Procedure 02-03-01, Faculty Grievances.

1. Following efforts at resolution at the department, school, or campus level, the chair of the Senate Tenure and Academic Freedom Committee (TAFC) may be asked to conduct an informal investigation and mediation effort.
2. If that mediation is unsuccessful in resolving the issue, the faculty member may file a formal written complaint with the Provost.

Excluded from this policy are grievances which include:

- Sexual harassment, discrimination based on race, sex, ethnic origin, religion, age, or handicap; violations of academic freedom or of proper procedures associated with appointment, tenure or promotion decisions, all of which are subjects of separate University policies
- Dissatisfaction with existing University policies (only misapplications of policy as to specific individuals are grievances within this policy)
- Negative evaluations of an individual faculty member's professional work (negative evaluations that constitute violations of academic freedom are within the jurisdiction of TAFC)
- Dissatisfaction with a salary decision, except where a salary decision or set of salary decisions is part of a pattern of conduct that, taken as a whole, may constitute the basis for a grievance.

III. REFERENCE

- [Procedure AC 22, Faculty Grievances](#) (formerly 02-03-01)