

UNIVERSITY OF PITTSBURGH POLICY 02-03-01A

CATEGORY: ACADEMIC AFFAIRS
SECTION: Academic Integrity
SUBJECT: Faculty Grievances/Alternative Policy
EFFECTIVE DATE: August 2, 2004
PAGE(S): 2

I. SCOPE

This policy establishes an alternative method to seek redress of grievances through an expedited procedure.

II. POLICY

Any member of the faculty may invoke this alternative method to seek redress for a grievance against certain actions by an administrator not covered by other University policies. See Procedure 02-03-01A, Faculty Grievances/Alternative Procedure.

Selection of the procedure under this policy shall be exclusive and, except as provided for in the limited circumstances in the paragraphs below, once the procedure is selected by the eligible faculty member, that faculty member shall not be permitted to seek redress under Policy 02-03-01 for the same grievances.

Following efforts at resolution at the department, school or campus level, the eligible faculty member may file an election under this policy which includes a written formal complaint of the grievance with the Provost. The Provost, after review, may decline to accept the election and if the Provost does so decline, the faculty member shall be notified of such declination within fourteen (14) days of the Provost's receipt of the faculty election. Should the Provost decline the election, the faculty member shall have the right to seek redress of grievances under Policy 02-03-01.

If the Provost accepts the election, the Provost shall appoint a single Hearing Officer who, in accordance with Procedure 02-03-01A, shall be substituted for the Grievance Panel usually constituted in faculty grievances pursuant to Policy 02-03-01. Prior to appointing the Hearing Officer, the Provost shall consult with the President of the Senate and, in cases arising from the Schools of the Health Sciences, the Senior Vice Chancellor for the Health Sciences. However, the Provost's choice of a Hearing Officer shall not be limited in any way by such consultation. The faculty member shall have five (5) days after receipt of the appointment notification from the Provost to decline, in writing, to continue under this Alternative Policy, and if he/she chooses, to invoke the procedures under Policy 02-03-01.

If the faculty member does not decline to utilize this Alternative Policy, the Hearing Officer shall promptly investigate and make recommendations for resolution. The action taken by the Provost after receipt of the recommendations on the matter completes the process and shall be final.

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. REFERENCES

[Procedure AC 23, Faculty Grievances/Alternative](#) (formerly 02-03-01A)

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