

Review of Tenure/Professional Status

A. Tenure

1. The tenure decision itself is not grievable (Faculty Grievance Procedure – A-18 in the Table of Contents of the *Handbook*). However, any teaching faculty member who believes that a decision has been made in his/her case which violates university tenure procedures may submit a written request for review to the chair of the Board of Trustees within 60 days of notification of the decision.
2. Upon receipt of the request, the chair of the Board of Trustees shall appoint a committee of five board members, one of whom shall serve as chair, to conduct the review. This committee may select an independent review officer to assist the committee in its review of the appeal.
3. The independent review officer may perform research and conduct hearings on behalf of the committee. The review officer shall separate grievable issues concerning the appeal from other issues and report his or her findings to the review committee.
4. No later than 21 calendar days after requesting the review, the teaching faculty member shall submit a written statement to the chair of the review committee describing the concern.
5. The teaching faculty member may appear at a hearing and may be accompanied and/or represented by one individual. This individual must be a full-time employee of the university, not a member of the promotions and tenure committee and not an attorney.
6. The review committee shall examine the matter in closed session and render a decision, which shall be final, within 90 days of receipt of the initial request.

B. Professional Status

1. The professional status decision itself is not grievable (Faculty Grievance Procedure – A-18 in the Table of Contents of the *Handbook*). However, any teaching faculty member who believes that a decision has been made in his/her case which violates university professional status procedures may submit a written request for review to the president of the university within 60 days of notification of the decision.

2. Upon receipt of the request, the president shall appoint a committee of a dean, a department chair and a member of the academic council, one of whom shall serve as chair, to conduct the review. The committee members must be outside the faculty member's immediate organizational structure (e.g., the division of the university, or the school) and not members of the promotions and tenure committee. The president may select an independent review officer to assist the committee in its review of the appeal.
3. The independent review officer may perform research and conduct hearings on behalf of the committee. The review officer shall separate grievable issues concerning the appeal from other issues and report his or her findings to the review committee.
4. No later than 21 calendar days after requesting the review, the teaching faculty member shall submit a written statement to the chair of the review committee describing the concern.
5. The teaching faculty member may appear at a hearing and may be accompanied and/or represented by one individual. This individual must be a full-time employee of the university, not a member of the promotions and tenure committee and not an attorney.
6. The review committee shall examine the matter in closed session and forward a recommendation to the president within 90 days of receipt of the initial request.
7. The president of the university will render a decision which shall be final.

(7/04)