

FACULTY SENATE

SOUTHEAST MISSOURI STATE UNIVERSITY

FACULTY SENATE BILL 24-A-XX

Approved by the Faculty Senate
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BRIEF SUMMARY: This bill revises the policy for the Grievance section of Chapter 2 of the *Faculty Handbook*.

REVISING “GRIEVANCE” POLICY SECTION

WHEREAS: Per the advice from the legal team at Husch Blackwell, and subject to the passage and approval of both this bill and its companion bill, 24-A-XX “Revising Grievance Procedures,” the Grievance Policy in Chapter 2 of the *Faculty Handbook* will be revised.

THEREFORE, BE IT RESOLVED: Existing sections of Chapter 2 be revised to reflect these changes.

POLICY

The purpose of this ~~G~~**g**rievance ~~P~~**p**olicy is to provide faculty members with a process to address and resolve differences ~~only~~ on matters pertaining to the specific application ~~by administrators~~ of University policies and operating procedures. It is appropriately utilized to address allegations of violations of due process. These matters include, but are not limited to, operating procedures, policies, practices, or standards in connection with specific application of decisions, academic freedom, retention, promotion, tenure, privileges and responsibilities, and terms and conditions of employment, ~~etc.~~ This ~~grievance process~~ **Grievance Policy and its procedures** ~~does do~~ not apply, however, to issues that arise out of the application of a policy or procedures for discrimination and harassment issues, which should be addressed to the ~~Assistant to the President for Equity Issues and Diversity~~ **Assistant to the President – Equity Initiatives**; ~~nor do they apply to faculty grievances with other faculty members who are not acting in an administrative capacity.~~ With respect to tenure and promotion, the Grievance Policy applies only to the misapplication of policy and procedure during the tenure or promotion process. When faculty disagree with tenure or promotion decisions reached through or the appropriate application of tenure or promotion policies, these disagreements must be resolved using the existing tenure or promotion appeals process.

~~The grievance process is an advisory process. The role of both the administrators and the Faculty Senate Grievance Committee is to hear and make appropriate decisions and recommendations on grievance complaints. The role of the Faculty Senate Grievance Committee is to determine whether established policies and procedures have been appropriately applied and properly followed and to advise the Faculty Senate Executive Committee of their findings.~~

24 ~~Faculty and administrators are strongly encouraged to resolve their differences through informal~~
25 ~~means whenever possible.~~

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27 The University encourages faculty members to use the Informal Grievance Process for
28 resolving Grievances. Should such informal efforts fail, however, the ~~grievance process~~ Formal
29 Grievance Process provides an opportunity for a faculty member or group of faculty members to
30 seek formal resolution of complaints.

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Action	Date
Introduced to Senate	2/28/2024
Second Senate Meeting	
Faculty Senate Vote	
President's Review	
15 Day Review	
Posted to Faculty Handbook	