

Grievance Language Alignment Post-Professional-Track Faculty Policies Addition

Justification:

Part 1: This suite of revisions follows from the addition of the “Professional-Track Faculty and Related Policies” to the Faculty Manual in 2024 and seeks to better align the grievance language in the Faculty Manual with that recent addition.

Specifically, the 2024 addition’s requirement that units must develop criteria and procedures for Professional-Track Faculty reappointment and promotion means that two of the grounds for grievance established in the Faculty Manual for Tenure-Track faculty— inadequate consideration of unit criteria and impermissible criteria—are now appropriate to extend to Professional-Track Faculty (note that Professional-Track Faculty currently share two grounds with Tenure-Track faculty—denial of procedural due process and denial of academic freedom).

This core substantive change, though, requires an additional set of structural revisions and clarifications to the Academic Grievance Procedures section of the Faculty Manual. The proposed changes aim to allow this section to centralize and accommodate grievance grounds and procedures for: the non-reappointment of Professional-Track Faculty, the denial of promotion to Professional-Track Faculty, the non-reappointment of Tenure-Track faculty during their probationary period, and the denial of promotion or tenure to Tenure-Track faculty.

Part 2: In the process of reviewing the Faculty Manual to ensure that the changes discussed above were appropriate, the Faculty Advisory Committee identified several other related issues as well as opportunities for clarification. As a result, we are also proposing a set of alignments aimed at: ensuring consistency with the new “Professional-Track Faculty and Related Policies” section, clarifying relevant procedures, and providing helpful referrals to the revised “Academic Grievance Procedures” section in relevant sections and sub-sections throughout the Faculty Manual. One substantive change introduced here is the extension of inadequate consideration of unit criteria and impermissible criteria as grounds for grievance to Tenure-Track faculty seeking reappointment during their probationary period, aligning with the changes for Professional-Track faculty non-reappointment decisions.

PART 1: REVISIONS TO SECTION ON ACADEMIC GRIEVANCE PROCEDURES

Six Key Changes

1. Redivision of types of academic grievance into (1) grievances involving the non-reappointment of or denial of promotion or tenure to professional-track and tenure-track faculty and (2) grievances involving termination of a faculty member [for cause].
2. Enumeration of both the four kinds of decisions and the four shared grounds of grievance covered under (1) grievances involving the non-reappointment of or denial of promotion or tenure to professional-track and tenure-track faculty.
3. As a result of the above, professional-track faculty seeking reappointment or promotion and tenure-track faculty still in their probationary period seeking reappointment can now grieve based on the grounds inadequate consideration of unit criteria and the use of impermissible criteria.
4. Replacement of “tenure and promotion” throughout with “non-reappointment or the denial of promotion or tenure.”
5. Revisions to the list of materials the dean is required to provide the faculty member with summaries of so as to accommodate differences in the materials and processes involved in each of the four kinds of decisions.
6. Clarification that “days” in grievance procedures refers to business days.

Current Text (pages 50-53)	Proposed Text
<p>ACADEMIC GRIEVANCE PROCEDURES</p> <p>There are specific procedures for three types of faculty grievances:</p> <ol style="list-style-type: none"> 1. For grievances involving non-reappointment, see “Grounds for Grievance of Non-Reappointment” (below). 2. For those involving denial of tenure or denial of promotion, see “Grievance Procedure for Denial of Tenure or Promotion” (below). 3. For grievances involving termination of a faculty member, see “Termination of Faculty for Cause” (below). <p>Other grievances include but are not limited to decision affecting compensation, efforts to compromise academic freedom, and material</p>	<p>ACADEMIC GRIEVANCE PROCEDURES</p> <p>There are two main types of academic grievance:</p> <ol style="list-style-type: none"> 1. Grievances involving the non-reappointment of or denial of promotion or tenure to professional-track and tenure-track faculty. See “1. Non-reappointment and Denial of Promotion or Tenure to Professional-Track and Tenure-Track Faculty” below. 2. Grievances involving termination of a faculty member. See “Termination of Faculty for Cause” below. <p>Other grievances include but are not limited to decision affecting compensation, efforts to compromise</p>

breaches of special contractual obligations of the university. The faculty member must first attempt to resolve any such grievance at the department level. If a solution cannot be obtained at this level, the redress should be pursued through the offices of dean and provost. Only after following this procedure may faculty members refer the matter to the Faculty Appellate Panel.

The panel will examine all evidence submitted by the complainant and respondent(s) and may request to hear testimony from any parties involved. The panel will report its findings, including recommendations for redress, to the complainant and to the president. The president will be the final university authority to whom a grievance may be submitted.

GROUND FOR GRIEVANCE OF NON-REAPPOINTMENT

~~Grievances concerning non-reappointment are limited to the grounds of denial of academic freedom or denial of procedural due process. Due process applies particularly to required annual faculty evaluation and the observance of the timely notice requirements.~~

If these grounds are believed to exist, the faculty member shall have access to the grievance procedures outlined in “Grievance Procedure for Denial of Tenure or Promotion” (below).

academic freedom, and material breaches of special contractual obligations of the university. The faculty member must first attempt to resolve any such grievance at the department level. If a solution cannot be obtained at this level, the redress should be pursued through the offices of dean and provost. Only after following this procedure may faculty members refer the matter to the Faculty Appellate Panel.

The panel will examine all evidence submitted by the complainant and respondent(s) and may request to hear testimony from any parties involved. The panel will report its findings, including recommendations for redress, to the complainant and to the president. The president will be the final university authority to whom a grievance may be submitted.

1. NON-REAPPOINTMENT AND DENIAL OF PROMOTION OR TENURE TO PROFESSIONAL-TRACK AND TENURE-TRACK FACULTY

The grounds and procedure for grievance established in this section pertain equally to:

- The non-reappointment of professional-track faculty
- The denial of promotion to professional-track faculty
- The non-reappointment of tenure-track faculty during their probationary period
- The denial of promotion or tenure to tenure-track faculty

GROUND FOR GRIEVANCE

GRIEVANCE PROCEDURE FOR DENIAL OF TENURE OR PROMOTION

Upon receiving notice of ~~denial of tenure or promotion~~, the faculty member may seek relief by taking the steps outlined below.

The grievance procedure may turn out to be lengthy, and the faculty member who initiates a grievance procedure is advised to maintain a file of dated correspondence sent or received, as well as dates and notes of conferences held concerning the case. Failure of any administrative official or reviewing authority to comply with the deadlines for action specified herein shall not

Grounds for grievance concerning the non-reappointment of and the denial of promotion to professional-track faculty and the non-reappointment of and the denial of promotion or tenure to tenure-track faculty are limited to the following:

- Inadequate consideration of unit criteria,
- Use of impermissible criteria,
- Denial of procedural due process, or
- Denial of academic freedom.

If these grounds are believed to exist, the faculty member shall have access to the grievance procedure outlined in “Grievance Procedure” (below).

GRIEVANCE PROCEDURE

Upon receiving notice of **non-reappointment or the denial of promotion or tenure**, the faculty member may seek relief by taking the relevant steps outlined below.

All days referred to in this procedure are business days; however, when the last day of such a period falls on a weekend or university holiday, the effective date shall be the next regular business day. The first day in the period shall be the day after the actual day of notification.

The grievance procedure may turn out to be lengthy, and the faculty member who initiates a grievance procedure is advised to maintain a file of dated correspondence sent or received, as well as dates and notes of conferences held concerning the case. Failure of any administrative official or reviewing authority to comply with the deadlines for action specified herein shall not

<p>operate to reverse or modify a tenure or promotion decision, but shall permit the faculty member to proceed directly to petition the Faculty Appellate Panel for consideration.</p> <p>The first recourse of the faculty member shall be to request an immediate oral explanation from the member's administrative officer for the denial of tenure or promotion.</p> <p>If the faculty member does not receive an oral explanation or believes that it is unsatisfactory, the faculty member may request from the dean of the college a written summary of the evaluations and reasons advanced pertaining to the faculty member's case upon which judgments were made and actions taken. The written request must be submitted to the dean within five days of notification of denial of tenure or promotion. The dean will provide a summary within ten days of the request. The dean, after consultation with the provost, will respond with a detailed summary of the evaluations included in vote justifications, in letters from external referees, and in administrative reviews, and with the vote of the UCTP. Such a summary will be made so as to protect the identity of the referees and faculty members.</p> <p>Within five days of receiving the dean's summary of the case, if the faculty</p>	<p>operate to reverse or modify a non-reappointment or the denial of promotion or tenure but shall permit the faculty member to proceed directly to petition the Faculty Appellate Panel for consideration.</p> <p>The first recourse of the faculty member shall be to request an immediate oral explanation from the member's administrative officer for the non-reappointment or the denial of promotion or tenure.</p> <p>If the faculty member does not receive an oral explanation or believes that it is unsatisfactory, the faculty member may request from the dean of the college a written summary of the evaluations and reasons advanced pertaining to the faculty member's case upon which judgments were made and actions taken. The written request must be submitted to the dean within five days of notification of non-reappointment or the denial of promotion or tenure. The dean will provide a summary within ten days of the request. The dean, after consultation with the provost, will respond with a detailed summary of the evaluations included in all required vote justifications and summaries, in all relevant unit-level recommendations, in any letters from external referees, and in administrative reviews. In cases where tenure-track faculty have been denied promotion or tenure, the dean will also provide the vote of the UCTP. Such a summary will be made so as to protect the identity of the referees and faculty members.</p> <p>Within five days of receiving the dean's summary of the case, if the faculty</p>
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member believes there are grounds for reconsideration of the case, the member may state in writing the grounds for this belief and submit them to the president. The president may order a review, at any faculty or administrative level, on the grounds for reconsideration set forth by the faculty member if the president believes the findings of the review could substantially alter the basis upon which the initial decision of ~~denial of tenure or promotion~~ was reached. The president will inform the faculty member in writing of the president's decision upon reconsideration and the reasons for it.

At that time, in the event of a negative decision, the president shall also inform the faculty member about the right of review by the Faculty Appellate Panel, including the name of the chair of the committee and the applicable review procedures. The presidential review, including any unit reviews, must be completed within a reasonable time not to exceed 85 days.

After a negative decision upon reconsideration, a faculty member who believes that there is cause for grievance may petition the Faculty Appellate Panel. Such a petition must be made in writing to the chair of the Faculty Appellate Panel no later than five days from receipt of the president's letter.

a. The petition must be based on one or more of the following allegations: inadequate consideration of unit criteria, use of impermissible criteria, denial of procedural due process, or

member believes there are grounds for reconsideration of the case, the member may state in writing the grounds for this belief and submit them to the president. The president may order a review, at any faculty or administrative level, on the grounds for reconsideration set forth by the faculty member if the president believes the findings of the review could substantially alter the basis upon which the initial decision of **non-reappointment or the denial of promotion or tenure** was reached. The president will inform the faculty member in writing of the president's decision upon reconsideration and the reasons for it.

At that time, in the event of a negative decision, the president shall also inform the faculty member about the right of review by the Faculty Appellate Panel, including the name of the chair of the committee and the applicable review procedures. The presidential review, including any unit reviews, must be completed within a reasonable time not to exceed 85 days.

After a negative decision upon reconsideration, a faculty member who believes that there is cause for grievance may petition the Faculty Appellate Panel. Such a petition must be made in writing to the chair of the Faculty Appellate Panel no later than five days from receipt of the president's letter.

a. The petition must be based on **one or more of the following grounds (also described in "Grounds for Grievance" above):** inadequate consideration of unit criteria, use of impermissible

<p>denial of academic freedom. The petition shall state the factual basis for the allegations and the relief requested. The committee shall use the following procedures in reviewing the petition:</p> <ul style="list-style-type: none"> i. The chair shall notify the faculty member of the time and place of the review and inform the faculty member about the specific procedures governing the review. The review shall be closed and non-adversarial. ii. The proceeding shall be recorded on tape, which shall be for the confidential use of the committee only. iii. For the review, the faculty member shall be permitted to choose as advisor either a faculty member or an academic administrator or privately retained counsel. iv. The panel will assist the faculty member in securing the attendance of those whose testimony may be of assistance to the committee in making its findings and recommendations. In addition to the summary provided to the faculty member by the dean of the 	<p>criteria, denial of procedural due process, or denial of academic freedom. The petition shall state the factual basis for the allegations and the relief requested. The committee shall use the following procedures in reviewing the petition:</p> <ul style="list-style-type: none"> i. The chair shall notify the faculty member of the time and place of the review and inform the faculty member about the specific procedures governing the review. The review shall be closed and non-adversarial. ii. The proceeding shall be recorded on tape, which shall be for the confidential use of the committee only. iii. For the review, the faculty member shall be permitted to choose as advisor either a faculty member or an academic administrator or privately retained counsel. iv. The panel will assist the faculty member in securing the attendance of those whose testimony may be of assistance to the committee in making its findings and recommendations. In addition to the summary provided to the faculty member by the dean of the
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<p>college, the committee will provide the faculty member with a detailed summary of letters and evaluations included in the file. To retain confidentiality, the summary shall be prepared by the committee without attribution.</p> <p>v. The review is to be held as speedily as possible taking into account the necessity to maintain a quorum and availability of parties essential to the proceeding. If a review cannot be completed within 85 calendar days, the committee should notify the grievant of the schedule for completion of the review.</p> <p>b. If the Faculty Appellate Panel finds that there has been inadequate consideration of the unit criteria, the use of impermissible criteria, denial of procedural due process, or denial of academic freedom, the panel will remand the case to the faculty or administrative level at which the inadequacy or denial occurred, and the evaluation of the faculty member will begin anew at that point. The panel will send a statement of its findings and decisions, including the reasons for them, to the faculty member, to the unit or administrative officer involved, and to the president. If the new</p>	<p>college, the committee will provide the faculty member with a detailed summary of letters and evaluations included in the file. To retain confidentiality, the summary shall be prepared by the committee without attribution.</p> <p>v. The review is to be held as speedily as possible taking into account the necessity to maintain a quorum and availability of parties essential to the proceeding. If a review cannot be completed within 85 calendar days, the committee should notify the grievant of the schedule for completion of the review.</p> <p>b. If the Faculty Appellate Panel finds that there has been inadequate consideration of the unit criteria, the use of impermissible criteria, denial of procedural due process, or denial of academic freedom, the panel will remand the case to the faculty or administrative level at which the inadequacy or denial occurred, and the evaluation of the faculty member will begin anew at that point. The panel will send a statement of its findings and decisions, including the reasons for them, to the faculty member, to the unit or administrative officer involved, and to the president. If the new consideration still results</p>
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<p>consideration still results in denial of tenure or promotion, the level to which the case was remanded will state the reasons in writing to the faculty member and to the panel.</p> <p>c. If the panel finds that the faculty member has cause for grievance but concludes that a new consideration of the case would not be worthwhile, it will recommend to the president an equitable resolution of the case and provide the faculty member and the unit involved a statement of its findings and recommendations and the reasons for them. The panel, however, will not substitute its judgment for the qualitative professional judgments of the faculty in determining whether the relevant unit criteria have been adequately met. Thus, disagreement with such faculty judgment is not sufficient basis for the panel to recommend modification of the decision. The panel will be limited to considering whether there is a factual basis in the record, taken as a whole, upon which an individual acting in good faith could rationally reach the result being grieved.</p> <p>d. If the panel recommends that the president modify or reverse a decision that is unfavorable to the faculty member, the president may implement the recommendation. If the president rejects the recommendation, the</p>	<p>in non-reappointment or the denial of promotion or tenure, the level to which the case was remanded will state the reasons in writing to the faculty member and to the panel.</p> <p>c. If the panel finds that the faculty member has cause for grievance but concludes that a new consideration of the case would not be worthwhile, it will recommend to the president an equitable resolution of the case and provide the faculty member and the unit involved a statement of its findings and recommendations and the reasons for them. The panel, however, will not substitute its judgment for the qualitative professional judgments of the faculty in determining whether the relevant unit criteria have been adequately met. Thus, disagreement with such faculty judgment is not sufficient basis for the panel to recommend modification of the decision. The panel will be limited to considering whether there is a factual basis in the record, taken as a whole, upon which an individual acting in good faith could rationally reach the result being grieved.</p> <p>d. If the panel recommends that the president modify or reverse a decision that is unfavorable to the faculty member, the president may implement the recommendation. If the president rejects the recommendation, the</p>
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<p>reasons for the rejection shall be stated in writing to the faculty member and to the panel. The president shall act on the panel’s recommendation within fifteen days.</p> <p>The president shall be the final university authority to whom a grievance may be submitted.</p> <p>TERMINATION OF FACULTY FOR CAUSE</p>	<p>reasons for the rejection shall be stated in writing to the faculty member and to the panel. The president shall act on the panel’s recommendation within fifteen days.</p> <p>The president shall be the final university authority to whom a grievance may be submitted.</p> <p>2. TERMINATION OF FACULTY FOR CAUSE</p>
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<p>PART 2: RELATED FACULTY MANUAL ALIGNMENTS</p>	
<p>2.a. This change incorporates the notice of non-reappointment requirements from the newly added Professional-Track Reappointment section on page 44 into the Appointment and Termination of Professional-Track Faculty section.</p>	
<p>Current Text (page 20)</p>	<p>Proposed Text</p>
<p>APPOINTMENT AND TERMINATION OF PROFESSIONAL-TRACK FACULTY</p> <p>Appointments of professional-track faculty shall be in writing and shall specify the beginning and ending date of appointment. Appointments shall terminate on the date specified and no further notice of non-reappointment is required. If a professional-track faculty member is appointed without a specified ending date, notice of non-reappointment shall be given in writing to the faculty member at least twelve months prior to the termination date.</p>	<p>APPOINTMENT AND TERMINATION OF PROFESSIONAL-TRACK FACULTY</p> <p>Appointments of professional-track faculty shall be in writing and shall specify the beginning and ending date of appointment. Notice of non-reappointment is required in writing from the dean of the college to whom the faculty member reports. In the initial one-year terms of any professional-track faculty appointment, notice of non-reappointment is recommended but not required. For those professional-track faculty with three to five-year contracts, the faculty member must be given notice of non-reappointment at least 180 days before the end of the contract. If a professional-track faculty member is appointed without a specified ending date,</p>

	notice of non-reappointment shall be given in writing to the faculty member at least twelve months prior to the termination date.
<p>2.b. There are two key aspects to the revisions to this subsection of the “Probationary Period for Tenure” section. First, the elimination of the “Grounds for Grievance of Non-Reappointment” section aligns with Part 1’s extension of the full four grounds of grievance to tenure-track faculty still in their probationary period and seeking reappointment. Second, added language to the “Grounds for Grievance of Non-Reappointment” and “Denial for Tenure Decisions Concerning Probationary Faculty” offer referrals to the “Academic Grievance Procedures” section.</p>	
Current Text (page 23)	Proposed Text
<p><i>Under [Tenure-Track Faculty]</i> PROBATIONARY PERIOD FOR TENURE <i>subsection “REAPPOINTMENT DURING PROBATIONARY PERIOD”</i></p> <p>Based upon the candidate’s file, including the recommendations received from the tenured faculty of the unit and from the department chair in departmentalized colleges, the dean shall determine whether the faculty member is making sufficient progress toward tenure so as to be reappointed. If the dean agrees with the recommendation of the tenured faculty, the dean’s decision shall be final. The dean shall notify the provost of the decision to reappoint or not reappoint. If the dean disagrees with the recommendation of the tenured faculty, then the recommendation of the dean shall be added to the recommendation of the faculty, as well as that of the department chair in departmentalized colleges, and shall be forwarded with the candidate’s file to the provost, who shall review the file and all recommendations and make the final decision on reappointment.</p> <p>GRIEVANCE UPON NON-REAPPOINTMENT</p>	<p><i>Under [Tenure-Track Faculty]</i> PROBATIONARY PERIOD FOR TENURE <i>subsection “REAPPOINTMENT DURING PROBATIONARY PERIOD”</i></p> <p>Based upon the candidate’s file, including the recommendations received from the tenured faculty of the unit and from the department chair in departmentalized colleges, the dean shall determine whether the faculty member is making sufficient progress toward tenure so as to be reappointed. If the dean agrees with the recommendation of the tenured faculty, the dean’s decision shall be final. The dean shall notify the provost of the decision to reappoint or not reappoint. If the dean disagrees with the recommendation of the tenured faculty, then the recommendation of the dean shall be added to the recommendation of the faculty, as well as that of the department chair in departmentalized colleges, and shall be forwarded with the candidate’s file to the provost, who shall review the file and all recommendations and make the final decision on reappointment.</p> <p>Grounds and procedures for grievance for non-reappointment during the</p>

<p>Non-reappointment during the probationary period is different from a decision of non-reappointment in conjunction with a denial of tenure in the penultimate year of the maximum probationary period and as such constitutes grounds for a grievance only under the limited grounds stated in the Academic Grievance Procedures.</p> <p>DEADLINE FOR TENURE DECISIONS CONCERNING PROBATIONARY FACULTY</p> <p>Before the end of the probationary period, a decision will be made to grant or deny tenure. If the decision is to deny tenure, notice will be given by letter dated and postmarked before the end of the penultimate year of the maximum probationary period. For faculty with a tenure start date of August 16, the penultimate year ends on May 15. For faculty with a tenure start dates of January 1, the penultimate year ends on December 31. If notice is not given in the time and manner stated above, the appointment of the faculty member will thereafter be a continuous (or tenured) appointment.</p> <p>Non-reappointment in conjunction with denial of tenure in the penultimate year may be grounds for a grievance under the full provisions of the Academic Grievance Procedures.</p>	<p>probationary period are stated in “Academic Grievance Procedures.”</p> <p>DEADLINE FOR TENURE DECISIONS CONCERNING PROBATIONARY FACULTY</p> <p>Before the end of the probationary period, a decision will be made to grant or deny tenure. If the decision is to deny tenure, notice will be given by letter dated and postmarked before the end of the penultimate year of the maximum probationary period. For faculty with a tenure start date of August 16, the penultimate year ends on May 15. For faculty with a tenure start dates of January 1, the penultimate year ends on December 31. If notice is not given in the time and manner stated above, the appointment of the faculty member will thereafter be a continuous (or tenured) appointment.</p> <p>Grounds and procedures for grievance for non-reappointment in conjunction with denial of tenure in the penultimate year are stated in “Academic Grievance Procedures.”</p>
<p>2.c. This revision adds a referral to the “Academic Grievance Procedures” section.</p>	
<p>Current Text (page 32)</p> <p><i>Under [Tenure-Track Faculty] REVIEW OF TENURE AND PROMOTION FILES AFTER UNIT VOTE subsection “Consideration by UCTP”</i></p>	<p>Proposed Text</p> <p><i>Under [Tenure-Track Faculty] REVIEW OF TENURE AND PROMOTION FILES AFTER UNIT VOTE subsection “Consideration by UCTP”</i></p>

<p>Final decisions regarding the award or denial of tenure or promotion shall be communicated to the candidate in writing.</p>	<p>Final decisions regarding the award or denial of tenure or promotion shall be communicated to the candidate in writing. Upon receiving notice of the denial of tenure or promotion, the faculty member may seek relief by taking the relevant steps outlined in “Academic Grievance Procedures.”</p>
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2.d. The first revision here adds a clarification that notice of non-reappointment in the initial one-year terms of any professional-track faculty should be given before the end of the contract, though as the current manual language states, this is a recommendation rather than a requirement. The second revision adds a referral to the “Academic Grievance Procedures” section.

Current Text (page 44)	Proposed Text
<p><i>Under [Professional-Track Faculty]</i> REAPPOINTMENT</p> <p>Final reappointment decisions are administrative, but a recommendation of the unit faculty must be included in the reappointment process. The faculty of each academic unit must determine its criteria and procedures for assessing and recommending candidates for reappointment. Notice of non-reappointment is required in writing from the Dean of the college to whom the faculty member reports. In the initial one-year terms of any professional-track faculty appointment, notice of non-reappointment is recommended but not required. For those professional-track faculty with three to five-year contracts, the faculty member must be given notice of non-reappointment at least 180 days before the end of the contract. See ACAF 1.16 Professional-track Faculty for further detail.</p>	<p><i>Under [Professional-Track Faculty]</i> REAPPOINTMENT</p> <p>Final reappointment decisions are administrative, but a recommendation of the unit faculty must be included in the reappointment process. The faculty of each academic unit must determine its criteria and procedures for assessing and recommending candidates for reappointment. Notice of non-reappointment is required in writing from the dean of the college to whom the faculty member reports. In the initial one-year terms of any professional-track faculty appointment, notice of non-reappointment before the end of the contract is recommended but not required. For those professional-track faculty with three to five-year contracts, the faculty member must be given notice of non-reappointment at least 180 days before the end of the contract. See ACAF 1.16 Professional-track Faculty for further detail. Upon receiving notice of non-reappointment, the faculty member may seek relief by taking the relevant steps outlined in “Academic Grievance Procedures.”</p>

2.e. The revisions here are twofold. First, the current grievance-related language is replaced with a referral to the “Academic Grievance Procedures” section. Second, this language is relocated to the appropriately retitled “Review by Dean and Provost” subsection since grievance would come after the Dean and Provost’s review.	
Current Text (page 49)	Proposed Text
<p><i>Under [Professional-Track Faculty] PROMOTION FILES – CREATION, REVIEW, AND VOTING PROCEDURES</i></p> <p>Negative Recommendations at the Unit Level. Upon written request of a candidate dissatisfied with any negative decision on promotion by the unit, the unit shall send that candidate’s file through all appropriate channels for endorsement to the provost for appropriate action. Failure to recommend a candidate favorably for promotion is without prejudice with respect to future consideration. Unit criteria should state procedures for recourse for any candidate dissatisfied with any negative decision. After the decision by the provost, candidates dissatisfied with the decision regarding promotion may submit an appeal to the University Faculty Appellate Panel.</p> <p>Review by Provost. Promotion is recommended by the dean and approved by the Executive Vice President for Academic Affairs and Provost. The provost’s approval is final.</p>	<p><i>Under [Professional-Track Faculty] Promotion Files – Creation, Review, and Voting Procedures</i></p> <p>Negative Recommendations at the Unit Level. Upon written request of a candidate dissatisfied with any negative decision on promotion by the unit, the unit shall send that candidate’s file through all appropriate channels for endorsement to the provost for appropriate action. Failure to recommend a candidate favorably for promotion is without prejudice with respect to future consideration. Unit criteria should state procedures for recourse for any candidate dissatisfied with any negative decision.</p> <p>Review by Dean and Provost. Promotion is recommended by the dean and approved by the Executive Vice President for Academic Affairs and Provost. The provost’s approval is final.</p> <p><i>Upon receiving notice of the denial of promotion, the faculty member may seek relief by taking the relevant steps outlined in “Academic Grievance Procedures.”</i></p>
2.f. The revision clarifies that “days” referred to in the procedures section under “Termination of Faculty for Cause” are business days.	

Current Text (page 54)	Proposed Text
<p data-bbox="204 237 756 306"><i>Under TERMINATION OF FACULTY FOR CAUSE</i></p> <p data-bbox="204 352 407 384">PROCEDURES</p> <p data-bbox="204 430 786 657">These procedures apply to termination of causes 1-5 above; termination due to bona fide reduction in staff follows separate procedures described below. In these procedures, use of “days” refers to business days.</p>	<p data-bbox="823 237 1409 306"><i>Under 2. TERMINATION OF FACULTY FOR CAUSE</i></p> <p data-bbox="823 352 1026 384">PROCEDURES</p> <p data-bbox="823 430 1406 852">These procedures apply to termination of causes 1-5 above; termination due to bona fide reduction in staff follows separate procedures described below. All days referred to in these procedures are business days; however, when the last day of such a period falls on a weekend or university holiday, the effective date shall be the next regular business day. The first day in the period shall be the day after the actual day of notification.</p>