Termination of a Tenured Faculty Member or Termination Before Expiration of an Appointment
(see Regents’ Rules and Regulations, Series 31008)

- Provost reviews allegations, gives faculty member opportunity to be interviewed, and makes recommendation to President (RR 31008, Sec. 2)
  - IF: faculty member resigns
    - Process concluded
  - If President determines allegations supported by evidence constituting good cause for termination, President meets with faculty member who may respond, orally or in writing, as determined by President (RR 31008, Sec. 3)
    - IF: incompetency or gross immorality, facts are admitted, or felony conviction (RR 31008, Sec. 3)
      - Dismissal follows
    - Otherwise
      - Hearing conducted by special hearing tribunal. Findings and recommendations of tribunal forwarded to Board of Regents (HOP 2-2310, IV.C.5.d. & e.) (RR 31008, Sec. 4)
      - President informs faculty member in writing of charges; special hearing tribunal empanelled by Faculty Grievance Committee (RR 31008, Sec. 4) (HOP 2-2310 III.B.)

Board decides (RR 31008, Sec. 5)

1 At any time before the Board decision, the faculty member may be suspended with pay if the President determines immediate suspension is in the best interest of the University. The President shall consult with CCAFR before suspension, unless the President determines immediate suspension is necessary. If immediate suspension occurs, written explanation will be given to CCAFR and faculty member. (HOP 2-2310, I.C.1. and I.C.6.)

2 With the approval of the President, the Faculty Grievance Committee will appoint and charge the hearing tribunal.
Denial of Tenure or Non-Renewal of Tenure-Track Faculty
(see Regents’ Rules and Regulations, Series 31008)

IF:
Faculty member does not submit request for hearing
(RR 31008, Sec. 6.1)

Matter concluded

Otherwise

Faculty member submits written request for hearing to
President detailing facts that nonrenewal or tenure denial
decision was made for unlawful reasons
(RR 31008, Sec. 6.2)

IF:
President denies hearing

Matter concluded

Otherwise

Special hearing tribunal empanelled\(^3\) by Faculty
Grievance Committee and hearing conducted; findings
and recommendations of tribunal forwarded to
President
(RR 31008, Sec. 6.2)
(HOP 2-2310, III.B.)

President decides

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1 A faculty member who is informed that a terminal appointment is pending may request that the Committee of Counsel on Academic Freedom and Responsibility review his or her tenure process to determine if it comportd with the University’s and commonly accepted professional procedural standards for promotion and tenure. Procedural review must be sought by February 1.

2 A faculty member who is denied promotion and tenure may request an advisory opinion from the Faculty Grievance Committee as to whether his or her grievance to the Provost states a claim on which relief may be granted.

3 With the approval of the President, the Faculty Grievance Committee will appoint and charge the hearing tribunal.
Standard Grievance Process

**Optional:** Faculty member seeks informal resolution through faculty ombudsman (HOP 2-2310, IV.B.1.)

**Optional:** Faculty member requests informal assistance of Grievance Committee (HOP 2-2310, IV.B.1.)

Step 1 of formal process: Grievant submits written complaint to Grievance Committee (HOP 2-2310, IV.C.1.)

Step 2: **Discretionary** Grievant submits complaint to chair who has 10 working days to reply (HOP 2-2310, IV.C.2.)

If grievance involves alleged/suspected discrimination, faculty member must consult with Equal Opportunity Services Office (HOP 2-2310, IV.B.2.)

Step 3: **Discretionary** Within 10 working days, grievant appeals to Dean who has 10 working days to reply (HOP 2-2310, IV.C.3.)

Step 4: Within 10 working days, grievant appeals to the Grievance Committee (HOP 2-2310, IV.C.4.a.)

Step 5: Within 10 working days of approval of hearing, grievant must request hearing in writing (HOP 2-2310, IV.C.5.)

Hearing panel empanelled; hearing panel may decide whether complaint is frivolous, too minor, or does not state a claim (HOP 2-2310, IV.C.5.c.)

**Yes**

Grievance hearing conducted by hearing panel; findings and recommendations sent to President and partie (HOP 2-2310, IV.C.5.d.& e)

**Yes**

Subcommittee determines whether relief may be granted and if a reasonable factual basis exists to believe grievant’s allegations (HOP 2-2310, IV.B.4.b.)

**No**

Matter concluded

**Otherwise:** Request for Presidential disposition

President makes decision (HOP 2-2310, IV.C.6.)

Matter concluded

Grievance Committee oversees the implementation of the agreement or decision including receiving a report at the end of each semester from the Provost (HOP 2-2310, IV.C.5.f.)

**IF:** Parties agree to accept recommendations

Matter concluded (HOP 2-2310, IV.C.6)

**IF:** Denied by panel

Matter concluded

**If:** Grievance hearing conducted by hearing panel; findings and recommendations sent to President and partie (HOP 2-2310, IV.C.5.d.& e)

**If:** Request for Presidential disposition

President makes decision (HOP 2-2310, IV.C.6.)
IMMEDIATE DISCIPLINE BY PRESIDENT OR PROVOST  
(HOP 2-2310, I.C.3.a)

- President or Provost imposes discipline on faculty member  
- President or Provost will consult with Faculty Grievance Committee (FGC)  
- within 3 working days of taking action and provide FGC and faculty member written explanation  
- Faculty member has right to bring grievance

IMMEDIATE DISCIPLINE BY ADMINISTRATOR  
(HOP 2-2310, I.C.3.b.)

- Administrator notifies faculty member of intent to seek Provost’s approval to proceed with immediate discipline  
- (HOP 2-2310, I.C.3.b.(1))  
- Faculty member may appeal in writing to Provost within 5 working days of receiving Administrator’s notice  
- (HOP 2-2310, I.C.3.b.(2))  
- IF: Provost denies immediate discipline  
- IF: Provost determines need for immediate discipline  
- Administrator may proceed with discipline at I.C.3.c.(3)  
- (HOP 2-2310, I.C.3.b.(3))  
- Provost will consult with FGC prior to approval unless need to act immediately. If immediate, Provost will consult with FGC within 3 working days of taking action and provide FGC and faculty member written explanation  
- (HOP 2-2310, I.C.3.b.(4))  
- Faculty member has right to bring grievance  
- (HOP 2-2310, I.C.3.b.(5))

OTHER DISCIPLINE  
(HOP 2-2310, I.C.3.c)

- Administrator notifies faculty member of proposed discipline in writing  
- (HOP 2-2310, I.C.3.c.(1))  
- Faculty member has 10 working days to respond in writing to Administrator  
- (HOP 2-2310, I.C.3.c.(1))  
- IF: Faculty member timely responds  
- Within 5 working days of faculty member’s response, Administrator informs faculty member in writing of intent to proceed and provides methods of remedy  
- (HOP 2-2310, I.C.3.c(3))  
- Administrator allows 15 working days for faculty member to initiate faculty grievance process  
- (HOP 2-2310, I.C.3.b.(4))  
- IF: Faculty member grieves  
- Discipline suspended pending faculty grievance  
- (HOP 2-2310, I.C.3.c.(4))  
- IF: Faculty member does not grieve  
- Administrator may proceed to discipline  
- (HOP 2-2310, I.C.3.c. (4) & (5))  
- Administrator Member has right to bring grievance  
- (HOP 2-2310, I.C.3.c.(5))