MEMORANDUM

TO: University Committee on Faculty Affairs (UCFA)
University Committee on Faculty Tenure (UCFT)

FROM: UCFA/UCFT Joint Working Group

DATE: September 18, 2015

The joint working group of UCFA/UCFT convened throughout the summer to consider changes
to the faculty discipline, dismissal, and grievance policies. The committee has completed its
review of the relevant policies and submits the attached drafts for endorsement and submission to
University Council for approval.

This memorandum provides a summary of the main substantive changes to the relevant policy
documents.

Summary of Main Substantive Changes: Discipline and Dismissal Policy

1. Combines the discipline and dismissal for cause policy into one document, observing
   national standards.

2. Formalizes the requirement that the Department Chair meet with a faculty member to
discuss concerns before discipline is imposed.

3. Reinforces the iterative character of discipline and the importance of attempting to
resolve disputes early and informally.

4. Reinforces the ability of the faculty member to have an observer or advisor present at
meetings.

5. Separates “discipline” into two primary categories and imposes new procedural
   protections before discipline can be imposed. These procedural protections supplement
   the current process, which permits a written response before imposition of discipline but
   no formal review unless and until the faculty grievance process:

   a. Minor discipline for cause: requires consultation, at the faculty member’s
discretion, with the department advisory committee or chair of UCFA personnel
   subcommittee before the discipline process is initiated.

   b. Serious discipline for cause: creates a disciplinary review panel of UCFA
members to hear and consider faculty matters involving serious discipline.

6. Requires the Office of the Provost to arrange training for the applicable panels.
7. Stipulates accommodations (such as alternate communication methods) and explicit deadlines to prevent intentional delays in the process.

8. Establishes an annual, standing 3-person review panel from UCFT to hear dismissal for cause cases rather than the current random selection.

**Summary of Main Substantive Changes: Faculty Grievance Policy**

1. Provides that appeals will be decided upon the written appeal, record of the grievance hearing, responses to the appeal, and the FGO recommendation in order to maintain the current policy directive that appeals are based on the record and not intended to be a second hearing on the merits.

2. Permits the appeal panel to make a decision regarding whether the appeal jurisdictional requirements have been met.

3. Permits the appeal panel to recommend that the grievance be reheard by a new grievance panel if there was a prejudicial violation of the procedures during the initial hearing.