

**3359-20-03.6 Faculty grievance procedures.**

This rule applies to the faculty of the school of law and all grievances that are not alleged to be a violation of the collective bargaining agreement between the university of Akron and the American association of university professors, the university of Akron chapter, which became effective in 2005.

- (A) The statement of these procedures, to be followed by the faculty rights and responsibilities committee, was approved by the board on December 21, 1974.
- (B) Preamble.

Set forth below are the procedures that shall be followed in the consideration of

## (2) Initial review.

- (a) Within seven days after receiving a complaint, the chair shall schedule a meeting of the full committee. The complainant shall be notified of the meeting and should be in attendance to answer whatever questions might arise concerning the complaint.
- (b) After reviewing the complaint, and in closed session, the committee shall vote to accept or reject the complaint. A simple majority vote of the full committee shall be required to accept the complaint and to submit it to further investigation.

## (3) Investigation of grievance.

- (a) If the complaint is accepted by the committee, the chair shall immediately appoint one or more committee members to meet privately with the complainant and one or more other committee members to meet privately with the party or parties against whom the complaint has been lodged.
- (b) The appointed committee members shall consider copies of whatever records, documents, or other written materials that are relevant to the controversy. All issues shall be clarified and all information material to the grievance shall be made available to the committee at this time.
- (c) Any member of the university community shall appear before the committee if the matter has not been referred to the court of appeals, the Ohio civil rights commission or the Ohio professional board of accountancy, etc., and a licensed and practicing professional shall be actively involved by participation in the university grievance process.

## (4) Intermediate review.

Within fifteen days following the appointment of the committee, the committee shall complete their investigations and submit their recommendations to the full committee, for consideration of the complaint or to reject it. A simple majority of the full committee is required to pursue conciliation.

## (5) Conciliation.

- (a) If the committee decides to submit the complaint to conciliation, a conciliation subcommittee shall be formed.

appointed investigating members and one additional committee member who shall serve as chair and who shall be selected by agreement of both parties or otherwise appointed by the chair of the full committee.

the matter within thirty days of receiving the decision and recommendations. The administrative officer receiving any findings or recommendations from the committee shall inform all parties of his/her decision within thirty days after receiving the rights and responsibilities committee documents.

(D) Implementation of policies.

- (1) Purview. The committee, in accordance with its general charge as stated in the bylaws of the faculty senate, may consider any grievance relating to faculty well-being, rights, and responsibilities.
- (2) Presidential involvement. The president of the university shall not be involved in the grievance procedure until such time as the committee rejects a grievance or the committee, after completing the final review, decides to submit its recommendations to the president. Nor shall actions proposed to the board by the president in the regular course of business preclude consideration of a grievance by the committee. Dismissal or suspension of a

- (5) Sanctions. In the case that sanctions are imposed following disciplinary proceedings, such sanctions shall be appropriate to the severity of the offense. Sanctions shall include verbal or written reprimand, withholding or postponement of salary and/or promotion for a specified period, suspension, and in the gravest cases, dismissal.

Replaces: 3359-20-03.6

Effective: 01/31/2015

Certification:

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Ted A. Mallo  
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Board of Trustees

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