



Faculty Grievance Process

Introduction

1. The University values its faculty and acknowledges their leading role in the advancement and dissemination of knowledge. It recognises that at times a faculty member may become aggrieved by an action taken by an individual on behalf of the University. The President, the Provost, and the Faculty Senate believe that the Faculty Grievance Process provides an appropriate method of responding to the complaint of a faculty member in a timely and fair fashion. This Faculty Grievance Process should proceed on the basis that, whenever possible, a grievance should be resolved early, at the lowest level, by informal measures. When that is not possible, the Process may be invoked by the complaining faculty member (the grievant).

Definition of Grievance

2. A grievance is a claim by any SMU Faculty as specified in the SMU Governance & Academic Policies Handbook ("grievant") that action has been taken by the University and/or its authorised officers which involves a faculty member's personnel status or the terms and conditions of employment and which is:
 - a) Arbitrary and capricious;
 - b) Unfairly discriminatory; or
 - c) Not in material compliance with University procedures or regulations.
3. The grievance process provided hereunder is not intended to deal with:
 - a) matters involving an evaluative outcome (e.g. performance reviews, salary increments, assessment ratings) except where the grievance relates to noncompliance with University procedures or regulations; or
 - b) matters where a mechanism or process for addressing such similar issues is already provided for under the University's existing policies and procedures framework.
4. As reasonable persons will differ at times as to the soundness of decisions taken, it is recognised that this Faculty Grievance Process is not intended to address a complaint which relates only to the merits of a decision made by the University or its authorised officers. It follows that neither the Commission nor the Committee have the responsibility or authority to evaluate professional competence either in the case of an individual or in comparison with others. For a grievance to be cognisable under the Faculty Grievance Process, it must meet the requirements of paragraph 2 above.