

**HSC OP:** 60.10, **Faculty Grievance Procedure**

**Purpose:** The purpose of this Health Sciences Center Operating Policy and Procedure (HSC OP) is to establish a model procedure that will permit fair, consistent, and internal consideration of grievances from faculty, and provide a process respecting TTUHSC's values-based culture for their resolution. Each School must adopt a faculty grievance policy that is an expansion to this policy and fully describes the policy and procedures for that school within the guidelines of this HSC policy. Faculty are directed to obtain a copy of their School policy from their Dean's office.

**Review:** This HSC OP will be reviewed by October 1 of every even-numbered year (ENY) by the VP for Human Resources, the Office of General Counsel, the Deans of the Schools, and the Executive Vice President for Academic Affairs, with recommendations for revision forwarded to the President by November 1.

### **Policy/Procedure**

#### **1. Foreword**

- a. TTUHSC operates under rules and policies set forth by the Texas Tech University System Board of Regents that ensure the rights of its faculty. This policy does not apply to tenure decisions or issues related to non-reappointment or termination. For such grievances, the faculty member is referred to HSC OP 60.01, Tenure and Promotion Policy. If a faculty member believes an adverse employment action is based on unlawful discrimination or

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written recommendation to the Dean. The procedure for this hearing shall be established by the Grievance Panel but, at a minimum, the grievant and respondent shall be allowed to present their case and call witnesses