
**GRIEVANCE COMMITTEE
CHARTER****A. Purpose**

The Grievance Committee shall be utilized to review all grievances arising from a faculty member's claim that an adverse action has been taken, affecting his/her term of appointment, promotion, or conditions of employment and which is (a) arbitrary and capricious; (b) discriminatory or otherwise in violation of the law; or (c) not in compliance with the Bylaws of Faculty Assembly. In the case of an administrator who is also a faculty member, the review functions of the Grievance Procedure shall apply only to his/her faculty responsibilities. Failure to reappoint a faculty member at the end of his/her initial appointment shall not be subject to grievance. Resignations shall not be subject to the procedure.

B. Membership

Committee members will be appointed by the Dean and will consist of the following:

- a. The Chair shall be the Chair of the Faculty Assembly, voting member
- b. One (1) members shall be from basic sciences, voting members
- c. One (1) members shall be clinical science faculty, voting members
- d. One (1) member shall be an academic staff member, voting member
- e. One (1) member shall be an academic support faculty member, voting member
- f. One (1) member shall be the Institutional Compliance Officer as an ex-officio non-voting member and shall serve indefinitely by virtue of the position.
- g. One (1) member shall be the Director of Human Resources as an ex-officio non-voting member and shall serve indefinitely by virtue of the position.

C. Membership Terms

The Chair shall serve until the end of his/her appointment as the Chair of the Faculty Assembly. All other Members shall serve three (3) year staggered terms.

D. Responsibilities

The committee shall meet as called by the chair to review grievances as described in chapter 5 of the Faculty Handbook.