P&T Grievance Procedures

Faculty Member believes rights and privileges have been violated.

Grievant may speak with a P&T Grievance Advisor to identify policies or procedures that were not followed resulting in a violation of rights or privileges. (Although optional, P&T strongly recommends that grievant consult with an advisor.) A list of Advisors may be found at http://senate.ucsc.edu/committees/pt-privilege-and-tenure/index.html.

Grievant completes a grievance form and submits to P&T.

P&T acknowledges receipt of completed grievance form.

P&T determines if prima facie* is shown. (“P&T review”)

If prima facie* case is not shown, P&T writes grievant, stating reasons for this conclusion. (Senate Bylaw 335.B.4.)

If prima facie shown, P&T conducts a preliminary review/investigation.

P&T determines if there is sufficient reason to believe a grievant’s rights and privileges may have been violated in accordance with Senate Bylaw 335.B.5..

P&T must:
• Provide written prima facie determination and recommendation of remedies to the grievant.
• Provide written prima facie determination and recommendation of remedies to the Chancellor’s Designee / EVC.

During Preliminary Review, P&T:
• Substantiates facts
• Considers with the grievant what remedies would resolve the grievance
• Attempts to promote an informal resolution

P&T writes grievant, stating reasons for this conclusion. (Senate Bylaw 335.B.4.)

In all cases, P&T tries to encourage that the case be resolved through this process. Most cases are successfully resolved at this point. However, at the grievant’s request, P&T will conduct a formal hearing.

*Prima facie is established when P&T determines that “if the claims made in a grievance are true, a right may have been violated.