

## **Texas Woman's University Regent Policy**

**Regent Policy Name: Faculty Grievance Review and Appeal Policy**

**Regent Policy Number: Regent Policy: C.30220**

### **POLICY STATEMENT**

Texas Woman's University ("TWU" or "University") seeks to ensure the fair and equitable treatment of all members of the faculty ranks. TWU shall establish regulations and procedures for the resolution of grievances through a review and appeal process. Such regulations and procedures serve to provide TWU faculty members with an opportunity for the review and redress of grievances.

### **APPLICABILITY**

This policy is applicable to TWU Faculty.

### **DEFINITIONS**

1. "Faculty" means an individual who is employed by TWU as a member of the faculty and whose duties include teaching, research, service, and administration. Professional librarians and graduate assistant titles are excluded from the definition of faculty.
2. "Tenure" means the entitlement of a faculty member of TWU to continue in the faculty member's academic position unless dismissed by TWU for good cause in accordance with TWU's policies and procedures. The granting of tenure may not be construed to create a property interest in any attribute of a faculty position beyond a faculty member's continuing employment, including their regular annual salary and any privileges incident to their status as a tenured faculty.

### **POLICY**

#### **I. Filing and Reporting Requirements**

Filing and Reporting Requirements. The Board of Regents shall delegate authority to the Chancellor and President to complete filing and reporting requirements for policies and procedures consistent with state law.

## **II. University Regulations and Procedures – Academic Grievance Review and Appeal**

Adoption of Regulations and Procedures. TWU shall adopt University Regulations and Procedures for a review and appeal process for faculty members with or without tenure, consistent with state law.

### **REVIEW**

This policy will remain in effect and published until it is reviewed, updated, or archived. This policy is to be reviewed once every six years. Interim review may be required as a result of updates to federal and state law or regulations, or internal processes or procedures.

### **REFERENCES**

Texas Education Code Chapter 51. Section 51.942 – Faculty Tenure

Texas Education Code Chapter 51. Section 51.943 – Renewal of Faculty Employment Contracts

Texas Education Code Chapter 51. Section 65.32 – Removal of Officers, Etc.

### **FORMS AND TOOLS**

None

**Adopted: November 10, 2016**

**Revised: May 21, 2021; August 11, 2023**