

The Committee will thereupon request a written statement of response from the appropriate administrative officials.

Once the Academic Freedom and Tenure Grievance Committee has determined that the case is within its jurisdiction, it shall immediately ask the Mediation Committee to inquire informally into the situation in order to attempt to effect a resolution of the matter. If such resolution cannot be achieved, the Mediation Committee will submit a non-binding recommendation to the Academic Freedom and Tenure Grievance Committee, and the faculty member will have the right to a formal hearing before the Academic Freedom and Tenure Grievance Committee. The hearing will be conducted in accordance with the applicable portions of the Formal Hearing Procedures, no. 2-9 and 11-12.

The burden of proof that academic freedom has been abridged will rest upon the faculty member.

At the end of these proceedings, the Academic Freedom and Tenure Grievance Committee shall make a written recommendation as to the merits of the faculty member's allegation to the administration and to the faculty member. If the President rejects the report, the President will state the reasons for doing so, in writing, to the Academic Freedom and Tenure Grievance Committee and to the faculty member and provide an opportunity for response **before transmitting the case to the Board of Trustees. Within 30 days of final action by the administration a petition for appeal of the case can be made in writing to the Board of Trustees. This petition must fully state all grounds of appeal.**

### **Suspension during Termination Procedures**

Until the final decision on termination of an appointment has been reached, the faculty member will be suspended only if immediate harm to himself or herself or to others is threatened by his or her continuance. Before suspending a faculty member, pending an ultimate determination of the faculty member's status through the institution's hearing procedures, the administration will consult with the Academic Freedom and Tenure Grievance Committee concerning the propriety, the length, and the other conditions of the suspension. Suspension shall be with pay. If notice of termination is given, the faculty member shall receive his or her salary for at least the period of notice to which he or she is entitled under these regulations and shall be continued in his or her duties for that period unless his or her welfare or that of the institution requires that he or she be granted a leave of absence.

## **PROCEDURES FOR FACULTY GRIEVANCE CASES NOT COVERED BY THE POLICY ON ACADEMIC FREEDOM AND TENURE**

### **Composition and Duties of the Faculty Grievance Committee**

The Faculty Grievance Committee shall consist of five faculty members elected by and from the General Faculty for three-year terms. All members of this committee must be tenured. Academic administrators including deans, chairs of departments, and the Dean of the Library may not serve. No member of the Faculty Grievance Committee shall at the same time serve on