

Livingstone College
Policy on Faculty Grievance

If the concerned person has gone through the channels of Department Chairs/ Division Chairs and the VPAA and the grievance relates to tenure, promotion, evaluation, dismissal, or academic rights and freedom, he/she may request the VPAA for a hearing before the Faculty Grievance Committee appointed by the President of the College.

This Committee shall be composed of five (5) faculty members selected from a list of seven members elected from the faculty at large. The President shall appoint five of these members to hear the grievance.

The concerned faculty member shall be granted an opportunity to bring one colleague in his/her behalf to the hearing. This individual shall not be granted an opportunity to vote but may confer with the aggrieved and participate in discussions when appropriate.

The VPAA will set up the initial meeting of the Grievance Committee and the Committee will elect its chair. The Committee will have the right to review relative documents presented by the person, department or division chair, HR, and VPAA and to request testimony from any of the above. A recorder will be provided by the VPAA. Written recommendations from the hearing will be sent to the President who will make the final decision. Every effort will be made to complete the grievance procedure within 30 working days.

(Faculty Handbook, p. 45)