



## *Faculty Adjudication Committee*

### Definitions

1. The adjudication process provides for actions to address disputes through formal clarification and evaluation of the issues surrounding the complaint and information obtained during any investigations of the complaint for those disputes that have not been resolved through reasoned discussions and decisions of the involved parties and/or the University Ombudsperson.
2. A "complaint" is any action or decision that a faculty member feels has adversely affected his or her professional capacity as an LSU employee that appears to have occurred or been decided unfairly, improperly, or in violation of University policy or has caused hostile or intolerable work conditions. The complaint will be considered a grievance when the Adjudication Committee agrees to accept the complaint as a grievance and begin committee activities on the complaint. Misapplications of University policies, but not dissatisfaction with existing University policies, may be considered as grievances. Violations of academic freedom, negative evaluations not based on objective criteria, salary decisions indicative of a pattern of poor administrative judgments, uncorrected inappropriate or unsuitable work environments, continuing intolerable conditions, and continuing behavior or conduct unbecoming a faculty member may be considered as grievances. Actions or decisions that may not be considered grievances are those that are encompassed by specific University policies, including, but not limited to sexual harassment; discrimination based on race, color, religion, national origin, ancestry, sex, age, marital status, familial status, sexual orientation, disability or status as a disabled veteran or a veteran of the Vietnam era; or policies and procedures for appointment, tenure or promotion decisions. The committee shall not hear appeals arising from the dismissal for cause of a tenured faculty member, after due process as outlined in PS-104.
3. The definition of the term, "faculty member," as used by this committee, shall be the definition provided in Section 1-2.2 A, Bylaws and Regulations of the Board of Supervisors.

### Charges

1. To adhere to the Faculty Adjudication Committee guidelines established by the FSEC and the Vice President and Provost.
2. To hear all complaints of faculty members relating to the outcomes of salary, promotion, non-reappointment, and tenure decisions that are believed to be unfair or due to inappropriately applied procedures, and allegations of other unfair treatment, unsuitable environments (unsafe, hostile, inappropriate), or improper implementation of University policy. Any allegation of unfair treatment can become a grievance, but the Adjudication Committee cannot substitute its judgment for an

academic judgment made in a fair and reasonable

Faculty dissatisfaction should be resolved as quickly and as simply as possible at the lowest possible

All Committee and subcommittee meetings are closed. Since the process is not an adversarial proceeding, legal counsel is not appropriate. If legal representation is required as a condition of participation of an individual in committee inquiries, the legal representative will serve only as an advisor to the individual and will not directly participate in committee activities. The Chair or a Committee member designated by the Chair may act in the role of mediator at any time in an attempt to affect a solution agreeable to all parties. At any time, the Committee may decide not to further pursue the investigation, and to formulate and issue its findings in a report.

### Protections

- 1.

The Committee will keep written minutes as a record of its actions and investigation, including summaries of oral statements made by persons and documents submitted for consideration. People adversely named in the complaint should always be given a copy of the complaint before being asked to respond. Written responses and comments should be solicited whenever possible.

The records of investigation are confidential and the property of the Faculty Senate. After the committee report is filed with the appropriate administrator and Faculty Senate President, individual committee members will hold their records on the case for six months before returning the records to the current Committee Chair for disposal by shredding. Documents retained by the Chair as official committee records for each case after the closure of the case will be deposited in a sealed file in the Faculty Senate office and marked with the last name of the complainant, date of report, and date of disposal that is 6 years from the date of the report. Access to sealed files by persons or agencies beyond the Committee will be gained after approval of the current Committee Chair and Faculty Senate Executive Committee.

#### Reporting and Resolution of Complaints and Grievances

Unless a complaint or grievance is settled through mediation in a manner satisfactory to the parties involved before the Committee has a formal investigation, a written statement of findings and, if appropriate, recommendations will be formulated and adopted by the Committee. If the findings indicate that the complaint is not within the purview of the Committee, or lacks merit, the report will be communicated only to the complainant and Faculty Senate President. If an investigation has



