

Subject: Salary Grievance
Effective Date: March 14, 2016
Supersession: None
Approved: R. Dandapani, Dean

Introduction:

UCCS Compensation Principles for Faculty, Policy Number 300-016 requires that each College and/or Dean shall develop a salary dispute process for all faculty members.

The Bylaws of the College of Engineering and Applied Science was approved by the college faculty on November 3, 2011. Section 2.4.1. *Duties* of the Personnel Review Committee states “This Personnel Review Committee (PRC) considers all personnel actions within the College. These actions include ... appeals of annual faculty reviews and salary determinations and faculty grievances of the faculty.” The purpose of this policy is to specify the process for faculty salary grievances in the College of Engineering and Applied Science. It applies to all tenured, tenure track and non-tenured faculty, and all faculty members who are otherwise eligible for a salary adjustment.

Policy/Process:

1. A grievance must be filed in writing with the dean by August 31st of the same year that the faculty contract renewal letter is provided to the grievant.
2. The PRC will consider the information provided by the grievant and may request additional information from dean. The grievant shall bear the burden of proof by a preponderance of the evidence. The committee will make a recommendation to dean as to the merits of the grievance and appropriate remedies, should they be warranted. The committee’s recommendation will be released in writing to the grievant and dean.
3. Dean will consider recommendations of the committee and notify the individual filing the grievance in writing of the decision as soon as possible.
4. The grievant may appeal the decision of the dean as specified by campus policy.