



DEPARTMENT OF PHYSICIAN ASSISTANT STUDIES POLICY

POLICY NAME:	FACULTY PROBLEM SOLVING						
RESPONSIBILITY For Development/Review :	<input checked="" type="checkbox"/> University Admin	<input checked="" type="checkbox"/> Dept. Chair/ Program Director	<input checked="" type="checkbox"/> Academic Director	<input checked="" type="checkbox"/> Clinical Director	<input checked="" type="checkbox"/> Faculty	<input checked="" type="checkbox"/> Medical Director	<input checked="" type="checkbox"/> Administrative Secretary
APPROVED BY:	University Administration, Faculty						
DATE CREATED:	5/17/2013						
DATE REVISED:	2/26/2025						
REVIEWED: Annually	2/26/2025						
SUPPORTIVE DOCUMENTS:	DPAS Faculty Handbook Mercyhurst University Faculty Handbook: Faculty Handbook 24-25						
OCCURANCE:	<input type="checkbox"/> Daily	<input type="checkbox"/> Weekly	<input type="checkbox"/> Monthly	<input type="checkbox"/> Quarterly	<input checked="" type="checkbox"/> Yearly	<input checked="" type="checkbox"/> As Needed	
PURPOSE:	To define, publish and make readily available to faculty the policy and procedures for processing faculty grievances.						
POLICY:	<p>The DPAS and Mercyhurst University believe that disputes, grievances, or problems involving faculty colleagues, administrators or staff members should be discussed openly; the facts presented and fairly considered to settle the matter efficiently. Grievance is defined as a complaint arising from the work situation which is a judged deviation from, a misinterpretation, or a misapplication of reasonable practice or policy.</p> <p>Disputes are usually best resolved amicably and informally through effective communication, with the assistance of the relevant academic department and college leadership. If a faculty member has a dispute with another faculty member, the process would be to go to the Department Chair/Program Director for resolution. The Department Chair/Program Director, if necessary, will work with the Dean to resolve the issue. If the matter is not resolved to the satisfaction of the parties, the issue should be brought to the Provost and Vice President for Academic Affairs for resolution. If the dispute involves a member of the department or college leadership, the faculty member may choose to bring the dispute to the other members of leadership in the department/college or directly to the Provost and Vice President for Academic Affairs.</p> <p>All oral and/or written materials presented for mediation under this policy will be treated in a way that recognizes the importance of confidentiality and privacy, while also allowing for proper resolution of the issue.</p> <p>Any grievances involving concerns of illegal discrimination or harassment would be handled according to the policies and procedures specified in the University Title IX Policies. Any grievances involving Rank, Tenure, and Promotion will be handled according to the policies and procedures outlined in the University Faculty Handbook.</p>						
OTHER NOTES:							