

Commission on Faculty Affairs
RESOLUTION TO ADD GRADUATE SCHOOL GRIEVANCE POLICY TO FACULTY
HANDBOOK
CFA 2026-27D

Resolution Proposal Form Sent to University Council Cabinet	01/26/2026
First Reading by Commission	09/18/2026
Approval by Commission	Date
First Reading by Senate	Date
Approval by Senate	Date
Faculty Senate Comment	Date
Staff Senate Comment	Date
Administrative and Professional Faculty Senate Comment	Date
Graduate and Professional Student Senate Comment	Date
Undergraduate Student Senate Comment	Date
First Reading, University Council	Date
Approved, University Council	Date
Approved, President	Date
Approved, Board of Visitors	Date
Effective Date	Upon Approval or Date

WHEREAS, the Faculty Handbook provides a formal process for the definition and resolution of grievances between faculty members across ranks and series in order to formalize the resolution of workplace conflicts; and

WHEREAS, in contrast to the grievance policies governing faculty interactions, graduate students at Virginia Tech do not currently have recourse to a grievance process for resolution of concerns around workplace conflicts; and

WHEREAS, graduate students occupy a unique position at Virginia Tech that includes a high degree of interaction with Virginia Tech employees outside the classroom environment;

NOW, THEREFORE, BE IT RESOLVED that the Graduate School will be charged with formulating and administering a single, shared grievance process by which graduate students at Virginia Tech can seek resolution of concerns regarding Virginia Tech employees' behavior towards them; and

NOW, THEREFORE, BE IT FURTHER RESOLVED that such a grievance process will be developed and administered with the full participation of all affected constituencies, including graduate students and faculty; and

NOW, THEREFORE, BE IT FURTHER RESOLVED that the Graduate Handbook will be amended with the insertion of the following language in red.

8.10 Graduate Student Grievance

A formal grievance process is outlined in Graduate School Policy XXX [\[LINK\]](#) to support the resolution of disputes or concerns about a faculty member's professional behavior in their capacity as a student's teacher, advisor, co-advisor, committee member, or as supervisor of graduate teaching and/or research assistants. As Graduate School Policy XXX [\[LINK\]](#) involves engagement by faculty, Faculty Senate, and A/P Faculty Senate and may impact the employment of faculty, that policy, and any subsequent changes to it, may not conflict or contradict any policies, procedures, or guidance provided in this Faculty Handbook, and will require the approval of the appropriate senate and University Council before implementation and prior to any future modifications.