

Policy for Postdoctoral Research Fellows at the College of Engineering

<http://adr.engin.umich.edu/postdoctoral-research-fellows/conflict-resolution-for-postdoctoral-research-fellows/>

Conflict resolution procedures are available to a College of Engineering Postdoctoral Research Fellow who has a conflict or disagreement with faculty or staff about the equity and fairness of decisions or procedures that affect the conduct of research.

Scope of the Policy

Other University policies and procedures may apply to other allegations of faculty and staff misconduct. Such matters will be governed by appropriate policies administered by other University units:

- Complaints that a member of the faculty or staff has engaged in research misconduct will be handled by the UM-Office of Research. (<http://research.umich.edu/policies/integrity-policy/>)
- Complaints that a member of the faculty or staff has violated the University's non-discrimination and harassment policies will be investigated by the University's Office of Institutional Equity. (<http://www.hr.umich.edu/oie/>)
- Claims that a member of the faculty or staff has violated employment contracts will be investigated by Academic Human Resources. (<http://hr.umich.edu/acadhr/>)

A Fellow who alleges misconduct by a faculty or staff member must pursue the complaint in the most appropriate forum. A fellow may not pursue the same allegation in different venues. Fellows who agree to have a conflict mediated under this policy agree not to pursue the same matter in any other forum within the University. Any questions regarding where to pursue a particular complaint should be directed to Elizabeth Wagner (elwa@umich.edu), project manager at the ADR.

Procedures for Conflict Resolution

The following procedures are available to postdoctoral research fellows who wish to complain of any action or inaction, within the jurisdiction or control of the College of Engineering, which the Fellow alleges to be in violation of law or University policy or to be unfair, arbitrary, or capricious.

1. The Fellow shall seek first to resolve the matter by informal means through his or her mentor/supervisor.
2. If the matter is not resolved satisfactorily, the fellow shall then seek resolution by informal means through the mentor/supervisor's Department chair.
3. If the matter is still not satisfactorily resolved, the Fellow may request resolution by the Associate Dean for Research. The Fellow shall file a written statement with the Associate Dean stating the alleged wrong, the facts that the Fellow believes support the allegations, and the disposition of the matter at prior informal steps.
4. The Associate Dean shall seek to resolve the matter promptly.
5. If the matter is still not satisfactorily resolved, the Fellow may request resolution by the Dean
6. The Dean shall seek to resolve the matter promptly.
7. The Dean may seek advice from an appropriate standing committee, or establish an ad hoc committee for advice on the matter.
8. Before the Dean decides a case, he or she should consult with the Office of Academic Human Resources or the Office of the General Counsel to assure correct and consistent interpretation of University policy and/or the law.
9. When the Dean decides the matter, the Dean or his or her designee will convey to the Fellow in writing the decision and the reasons for it.