

**Appendix C Board of Regents Grievances**

1. Pursuant to Article II, Section 2, grievances shall be submitted to the department head or their designee at Step 1 and to the following persons or their designee at Step 2:
  - a. Iowa Braille and Sight Saving School:  
Superintendent
  - b. Iowa School for the Deaf: Superintendent
  - c. Iowa State University: Associate Vice President for  
Human Resource Services
  - d. University of Iowa: Senior Associate Director, Human Resources, Director of Employee  
and Labor Relations. The University of Iowa reserves
  - e. University of Northern Iowa: President
  
2. Pursuant to Article II, Section 2, grievances which have not been settled under the foregoing procedure are eligible for arbitration and the BOR office will be the representative in arbitrations involving the Regents institutions.
  
3. Pursuant to Article IV, Section 14, BOR Institutions shall participate in GRIP with one management panel member from the BOR Office staff.