Annual Report of the FGO:
August 15, 2012 through August 27, 2013

To: UNIVERSITY COUNCIL of MSU
From: FACULTY GRIEVANCE OFFICIAL
Date: April 4, 2014
Subject: Annual Report of the FGO
Covering August 15, 2012 - August 27, 2013

In compliance with Article IX.G of the Faculty Grievance Policy, I submit to the MSU University Council this annual report of the activities of the Faculty Grievance Office. This report covers the grievances, inquiries and conferences handled by the Faculty Grievance Office from August 15, 2012 through August 27, 2013.
1. GRIEVANCE CASES SETTLED

1.1 Informal

1.1.1 Subject:
Discipline 3
Teaching 3
Annual Evaluation 2
Promotion/Tenure 2
Academic Freedom 1
Outside Work for Pay 1
Space 1

1.2 Formal Hearing

1.2.1 Subject:
Discipline 1
Promotion/Tenure 1
Reappointment 1

1.3 Grievances Dropped/Withdrawn

TOTAL CASES SETTLED 19

2. RESULTS OF SETTLED GRIEVANCES

2.1 Grievant Won
Informal 4
Formal 0

2.2 Grievant Lost
Informal 7
Formal 3

2.3 Grievant Satisfied
Informal 7
Formal 0

2.4 Grievance Dismissed by FGO 2

2.5 Grievance Dropped/Withdrawn 3
3. **GRIEVANCE CASES PENDING**

<table>
<thead>
<tr>
<th>Informal Resolution</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.1</td>
<td>4</td>
</tr>
<tr>
<td>3.1.1 Subject:</td>
<td></td>
</tr>
<tr>
<td>Annual Evaluation</td>
<td>1</td>
</tr>
<tr>
<td>Outside Work for Pay</td>
<td>1</td>
</tr>
<tr>
<td>Promotion/Tenure</td>
<td>1</td>
</tr>
<tr>
<td>Teaching Assignment</td>
<td>1</td>
</tr>
<tr>
<td>3.2</td>
<td>0</td>
</tr>
<tr>
<td>3.3 Pending Appeal</td>
<td>0</td>
</tr>
</tbody>
</table>

**TOTAL CASES PENDING**

4. **INQUIRIES**

<table>
<thead>
<tr>
<th>Subject:</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promotion/Tenure</td>
<td>79</td>
</tr>
<tr>
<td>Teaching Assignment</td>
<td>53</td>
</tr>
<tr>
<td>Administrative Review</td>
<td>48</td>
</tr>
<tr>
<td>Discipline</td>
<td>46</td>
</tr>
<tr>
<td>Annual Review</td>
<td>42</td>
</tr>
<tr>
<td>Outside Work for Pay</td>
<td>42</td>
</tr>
<tr>
<td>Faculty Grievance Policy</td>
<td>31</td>
</tr>
<tr>
<td>Information Request</td>
<td>29</td>
</tr>
<tr>
<td>Harassment</td>
<td>27</td>
</tr>
<tr>
<td>Reappointment</td>
<td>25</td>
</tr>
<tr>
<td>Termination</td>
<td>24</td>
</tr>
<tr>
<td>Climate</td>
<td>23</td>
</tr>
<tr>
<td>Settlement</td>
<td>23</td>
</tr>
<tr>
<td>Teaching Materials</td>
<td>20</td>
</tr>
<tr>
<td>Sabotage</td>
<td>16</td>
</tr>
<tr>
<td>Space</td>
<td>14</td>
</tr>
<tr>
<td>Cohort Analysis</td>
<td>11</td>
</tr>
<tr>
<td>Salary</td>
<td>11</td>
</tr>
<tr>
<td>Bylaws</td>
<td>8</td>
</tr>
<tr>
<td>Intellectual Property</td>
<td>6</td>
</tr>
<tr>
<td>Former Employee</td>
<td>3</td>
</tr>
<tr>
<td>Appointment</td>
<td>2</td>
</tr>
<tr>
<td>Donor Funds</td>
<td>2</td>
</tr>
<tr>
<td>FRIB</td>
<td>2</td>
</tr>
<tr>
<td>Grants</td>
<td>2</td>
</tr>
<tr>
<td>Joint Appointments</td>
<td>2</td>
</tr>
</tbody>
</table>
Labor Attorney 2
Medical Benefits 2
Personnel Files 2
Reprimand 2
Research Protocol 2
Appeal 1
Disability Issues 1
Post-tenure Review 1
Recommendation Letter 1
Service 1

4.2 Source: Faculty 475
Administrators 115
Others 16

4.3 Number of Discrete Faculty 81
Administrators 18
Others (e.g., attorneys) 9

4.4 Type: E-mail 516
Telephone 90
Other (in person, letter or fax) 0

TOTAL INQUIRIES 606

5. CONFERENCES

5.1 Subject: Faculty Grievance Policy 39
Promotion /Tenure 37
Annual Evaluations 27
Teaching Assignments 22
Administrative Review 11
Climate 9
Termination 9
Outside Work for Pay 8
Salary 8
Discipline 7
Cohort Analysis 4
Space 4
5.2 Participants: Faculty 149
               Administrators 44
               Others 6

5.3 Number of Discrete Faculty 59
               Administrators 21
               Others 4

5.4 Type: One-Person 172
               Two or More Persons 35

TOTAL CONFERENCES 208
PROCESSING AND DISPOSITION OF GRIEVANCES

This report covers the period from August 15, 2012 to August 27, 2013.

As reflected in the numbers reported, the workload of the FGO has increased significantly, even as the position has been reduced from 100% to 50%. While the number of conferences remained fairly steady, the number of inquiries doubled from the previous reporting period to the current reporting period from 313 to 606. And as indicated in my summer 2013 report, the summer workload of the FGO has doubled since 2010. The FGO held 22 conferences in summer 2010; 40 conferences in summer 2011; 54 conferences in summer 2012; and 40 conferences in summer 2013. I recommend that the UCFA address formally this disjunction between the increased workload of the FGO and the reduction of the position from 100% to 50%.

During the reporting period of August 2012-August 2013 I made a total of 66 jurisdictional decisions in 11 cases. Six (6) of these decisions were appealed (4 by respondents and 2 by grievants), and all of my rulings were upheld by Jurisdictional Appeals Panels.

OTHER ACTIVITIES OF THE FGO:

September 7, 2012  Staffed an FGO inform table at the MSU post doc and research associates orientation session for new post docs and associates sponsored by the Grad School.

October 16, 2012  Attended an Executive Leadership Seminar.


December 17, 2012  Attended CAC Meeting at the College of Engineering.

August 6, 2013  I gave a presentation about the Faculty Grievance Policy at the New Administrators Orientation.

August 20, 2013  I conducted an orientation session for the members of a Jurisdictional Appeals Panel.
August 2013

I staffed a table at the Information Fair for new faculty members.

I take this opportunity to acknowledge the cooperation and assistance from faculty and administrators who assisted me in resolving grievances and who served in hearings. I thank the University Committee on Faculty Affairs and the Office of the Provost. I am grateful to my assistant, Ms. Deb Bennett, for her tireless work and ongoing support.

Respectfully submitted,

Sheila J. Teahan
Faculty Grievance Official and
Associate Professor, Department of English

SJT/dkb