March 10, 2014

MEMORANDUM

TO: University Committee on Faculty Affairs
FROM: Sheila J. Teahan, Faculty Grievance Official
SUBJECT: End of SUMMER SEMESTER 2013 Report

Article IX.G of the Faculty Grievance Policy requires the Faculty Grievance Official to report to the University Committee on Faculty Affairs once each semester. This report covers the activities of the FGO from May 17, 2013 to August 26, 2013.
1. GRIEVANCE CASES SETTLED

<table>
<thead>
<tr>
<th>Type</th>
<th>Subtype</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Informal</td>
<td></td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>1.1.1 Subject: Discipline</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Tenure</td>
<td>1</td>
</tr>
<tr>
<td>Formal Hearing</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>1.2.1 Subject: Reappointment</td>
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</tbody>
</table>

**TOTAL CASES SETTLED** 3

2. RESULTS OF SETTLED GRIEVANCES

<table>
<thead>
<tr>
<th>Type</th>
<th>Informal</th>
<th>Formal</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td>Grievant Won</td>
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<td>0</td>
<td>0</td>
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<tr>
<td>Grievant Lost</td>
<td>2</td>
<td>1</td>
<td>3</td>
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<tr>
<td>Grievant Satisfied</td>
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<td>0</td>
<td>0</td>
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<tr>
<td>Grievances Dismissed by FGO</td>
<td>0</td>
<td></td>
<td>0</td>
</tr>
</tbody>
</table>
3. GRIEVANCE CASES PENDING

3.1 Informal Resolution

3.3.1 Subject: Annual Evaluation
Outside Work for Pay
Promotion
Teaching

3.2 Formal Hearing

3.3 Pending Appeal

TOTAL CASES PENDING 4

4. INQUIRIES

4.1 Subject:
Annual Evaluation 20
Dismissal 14
Teaching Assignment 13
Discipline 12
Faculty Grievance Policy 12
Promotion/Tenure 12
Climate 6
Information Request 4
Bylaws 3
Medical Benefits 2
Reappointment 2
Research Protocol 2
Administrative Review 1
Recommendation Letter 1
Reprimand 1
Sabotage 1
4.2 Source: Faculty
   Administrators
   Others

4.3 Source: Number of Discrete Faculty
   Administrators
   Other

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

TOTAL INQUIRIES

5. CONFERENCES

5.1 Subject: Faculty Grievance Policy
   Teaching Assignment
   Annual Evaluation
   Promotion/Tenure
   Discipline
   Cohort Analysis
   Dismissal
   Research Protocol
   Climate
   Harassment
   Reappointment
   Reprimand

5.2 Participants: Faculty
   Administrators
   Others

5.3 Number of Discrete Faculty
   Administrators
   Others

5.4 Type: One-Person
   Two or More Persons

TOTAL CONFERENCES
As measured by the number of conferences (face-to-face meetings with faculty and/or administrators), the summer workload of the Faculty Grievance Office 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.

Pursuant to the Faculty Grievance Policy's Article III.D., I made a total of six decisions in one case in the summer of 2013. Two of my decisions were challenged by the respondent, and both were upheld by a Jurisdictional Appeals Board.

In my capacity as Faculty Grievance Official, I also undertook the following activities:

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

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

27 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 Teahan
Faculty Grievance Official
Associate Professor of English