March 5, 2014

MEMORANDUM

TO: University Committee on Faculty Affairs

FROM: Sheila J. Teahan, Faculty Grievance Official

SUBJECT: End of SPRING 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 January 7, 2013 to May 16, 2013.
1. GRIEVANCE CASES SETTLED

<table>
<thead>
<tr>
<th>1.1 Informal</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.1.1 Subject: Academic Freedom</td>
<td>1</td>
</tr>
<tr>
<td>Discipline</td>
<td>1</td>
</tr>
<tr>
<td>Lab Space</td>
<td>1</td>
</tr>
<tr>
<td>Promotion/Tenure</td>
<td>1</td>
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<tr>
<td>1.2 Formal Hearing</td>
<td>1</td>
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<tr>
<td>1.2.1 Subject: Reappointment</td>
<td>1</td>
</tr>
</tbody>
</table>

TOTAL CASES SETTLED 5

2. RESULTS OF SETTLED GRIEVANCES

| 2.1 Grievant Won Informal (Academic Freedom) | 1 |
| Formal | 0 |
| 2.2 Grievant Lost Informal (Discipline) | 1 |
| (Lab Space) | 1 |
| (Promotion/Tenure) | 1 |
| Formal (Reappointment) | 1 |
| 2.3 Grievant Satisfied Informal | 1 |
| Formal | 0 |
| 2.4 Grievance Dropped | 1 |
3. GRIEVANCE CASES PENDING

3.1 Informal Resolution

3.1.1 Subject: Outside Work for Pay 1
Teaching Assignment 1

3.2 Formal Hearing

3.2.1 Subject: Reappointment 1

TOTAL CASES PENDING 3

4. INQUIRIES

4.1 Subject: Promotion/Tenure 26
Discipline 22
Informal Request 24
Reappointment 18
Teaching Assignment 18
Annual Review 16
Department Climate 16
Settlement 16
Administrative Review 15
Sabotage 15
Cohort Analysis 7
Bylaws 5
Office/Lab Space 5
Harassment 5
Outside Work for Pay 4
Reprimand 4
Dismissal 3
Former Employee 3
Salary 3
Grant/Awards 2
Donor Funds 2
Service 1

4.2 Source: Faculty 184
Administrators 40
Others 6

4.3 Number of Discrete Faculty 39
Administrators 12
Others 4

4.4 Type: E-mail 201
Telephone 29

TOTAL INQUIRIES 230
5. CONFERENCES

5.1 Subject:
- Faculty Grievance Policy: 20
- Annual Review: 10
- Promotion/Tenure: 10
- Administrative Review: 8
- Department/Unit Climate: 7
- Dismissal: 4
- Appeal: 2
- Cohort Analysis: 2
- Outside Work for Pay: 2
- Salary: 2
- Grants: 1

5.2 Participants:
- Faculty: 67
- Administrators: 10
- Others: 0

5.3 Number of Discrete Faculty
- Faculty: 43
- Administrators: 8
- Others: 2

5.4 Type:
- One-Person: 49
- Two or More Persons: 11

TOTAL CONFERENCES: 68
The spring 2013 semester reflected some shifts. On the one hand, the number of conferences fell from 130 to 68 (it should be noted that 14 of the conferences in spring 2012 related to the FOP and to the FGO search itself). On the other hand, the number of inquiries rose from 144 to 230. Of these, 29 were phone calls, and 201 were e-mails.

Pursuant to Article III.D of the FOP, I made a total of 24 jurisdictional decisions in four cases. One of these decisions was appealed by a grievant and was upheld by a jurisdictional appeals panel.

In spring 2013, five cases were settled, as opposed to 11 in 2012. Three cases were pending, as opposed to six cases in spring 2012. Of the five cases that were settled, four were settled informally and one led to a formal hearing. Of those settled informally, two were ruled invalid by the FGO (one of these was challenged and upheld by a Jurisdictional Appeals Panel, and the other was not challenged). In the grievance that led to a formal hearing, the grievant won, and the outcome was overturned by the Provost. The grievant appealed, and the Appeals Panel upheld the Provost's ruling, as did the President in her decision on the case.

During the spring of 2013, I attended meetings of UCFA and of MSU University Council. I also held training sessions for new counsels and presiding officers on 13 March, 15 March, and 25 March 2013.

I take this opportunity to acknowledge the cooperation and assistance from faculty, chairs and directors, and deans who worked with me to attempt to resolve grievances informally. I also thank faculty who served as panel members, presiding officers, and counsels. I acknowledge the assistance of UCFA and the Office of the Provost in administering the Faculty Grievance Policy. I thank the Personnel Subcommittee of UCFA and Associate Provost Curry, Ms. Zischke of Academic HR, and Ms. Zayko of the General Counsel's Office for their assistance. I especially appreciate the assistance and dedication of my assistant, Ms. Deb Bennett, who makes possible the work of the office.

Respectfully submitted,

Sheila Teahan
Faculty Grievance Official
Associate Professor of English