



IOWA STATE UNIVERSITY
Faculty Senate

MEMO FROM THE DESK OF:

Steve Freeman

Steven A. Freeman, University Professor
Chair, Judiciary and Appeals Council

DATE: 4/25/22

TO: Faculty Senate Executive Board

SUBJECT: Judiciary and Appeals Council 2021-2022 Annual Report

CC: Sherri Angstrom

Council Charge

Maintains a system for faculty grievance; monitors the effectiveness of the faculty grievance process; recommends legislation to the Faculty Senate pertaining to faculty grievance, faculty dismissal, and faculty conduct policies and procedures; and works with the provost in defining the procedural and policy interface between the faculty grievance process and the administration's jurisdiction.

Faculty Senate Committee on Appeals Charge

Hears and works to resolve grievances from faculty who believe they have been treated unfairly with respect to salary, promotion, tenure, academic concerns, reduction in force, or other matters relating to employment; makes recommendations for grievance resolution to the provost; makes recommendations for changes in procedures.

Annual Summary

Six faculty have formally submitted appeals to Faculty Senate Committee on Appeals (FSCA) this academic year. Three of them have been resolved. Three are ongoing.

Besides the six appeals filed, the Chair of the FSCA, has had formal conversations with multiple faculty concerning potential appeals and many informal conversations regarding the appeals process and other avenues of redress such as the Ombuds Office.

The J&A Council leadership has been working with the Office of Senior Vice President and Provost and other interested parties regarding needed clarifications for Faculty Handbook Section 7.2.7.7 Non-disciplinary Corrective Action and the use of letters of direction/letters of non-disciplinary corrective action. The J&A Council will continue this work and bring proposed handbook changes to the Executive Board early in Fall 2022 for consideration.