



IOWA STATE UNIVERSITY  
Faculty Senate

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MEMO FROM THE DESK OF:

*Steve Freeman*

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

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DATE: 4/19/23

TO: Faculty Senate Executive Board

**SUBJECT: Judiciary and Appeals Council 2022-2023 Annual Report**

CC: Sherri Angstrom

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**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**

Three faculty have formally submitted appeals to Faculty Senate Committee on Appeals (FSCA) at the end of last academic year were resolved this academic year. Two additional appeals have been submitted last this spring and the are both ongoing.

Besides the filed appeals, 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 sponsored two docket items that were passed this academic year. Docket Item 22-1 which created a new policy on Progressive Corrective Action (FH Section 7.2.7.6) and Docket Item 22-2 which revised the grounds for an appeal (FH Section 9.1).