

Last report submitted 4 October 2019; Fall Break intervened.

1. Mediation was completed regarding a tenure and promotions appeal. I was able to assist the member in evaluating the suggested outcome and making an appropriate decision, as well as to negotiate a requested accommodation. A new letter was provided to the member.
2. I met with a member who recently suffered a significant personal tragedy which impacted them greatly, and worked to have the department chair provide appropriate accommodation regarding meeting attendance.
3. The OVPR¹ grievance remains in abeyance while we explore potential remedies while the administration continues to push the position that it should wait until contract negotiations. Fall break and other schedule conflicts have delayed advancing this temporarily but it is an active issue.
4. I met with a member concerned about how a request for leave was handled. I am currently working with the administration to explore feasible options.
5. I provided advice to a member concerned about meetings being proposed for fall break.
6. I picked up a grievance which predates me and does not appear to have been satisfactorily resolved, again concerning OVPR.
7. I provided advice to a member concerned about being targeted by their department chair, and how to document "chance" meetings in the hallway which end up being misrepresented.
8. I accompanied a member to an investigatory hearing regarding concerns over extended medical-related absences and structuring of class meetings. We were able to resolve the issue informally, with a follow-up email which detailed the agreed-upon results, but only after the department chair was directed to rewrite the email so that it was accurate and appropriate, signaling the potential for additional discussions in the future unless the administrator in question can learn to follow the contract.
9. I have been suggesting possible topics to bring up at our next meeting with the Provost, including the mechanism by which OIE appears to involve itself in instances of academic dishonesty.
10. We have a new health-benefit related issue, apparently (in my opinion) again arising from the administration misreading the contract.

Respectfully submitted,

Steven M. Durbin, Ph.D.

8 November 2019

¹ Subsequently renamed the Office of Research and Innovation.