

Attachment 2 General Grievance Chair's Report 2014-2015

August 3, 2015

To: Kansas State University Faculty Senate

From: Mustaque Hossain, Ph.D., P.E.
Chair, General Grievance Board
College of Engineering/ Department of Civil Engineering

Re: Grievance actions during the 2014 -2015 Academic Year

During the 2014-2015 academic year, I received three formal requests for grievance hearing.

I received a grievance hearing request from a county extension agent disputing his termination from the K-State Research and Extension unit. Since the termination was within the probationary period and also was decided upon by the County Extension Council Board, the appeal was denied. This appeal had sections that fall under PPM 3010. The appellant was advised about that.

I received another grievance hearing request from a faculty member in the College of Arts and Sciences for unlawful termination of employment and violation of free speech. That request was granted and an appendix G hearing occurred during two days in May. The appeal was denied. During this process, it was felt by panel that both Appendices G and O need to be revisited for currency. For example, the Bureau of General Research (BGR) that was referred to in the Appendix O no longer exists under that name. The hearing panel chair also expressed that "The biggest gap in Appendix O in my view is that it is written to adjudicate claims of academic misconduct and provides only limited guidance for assessing and applying consequences to determining that those claims are frivolous or malicious. The process for a case like ours needs to be spelled out and, in particular, unwilling claimants should be provided an equivalent level of due process protection as accused in this event."

The final hearing request was from a former unclassified employee of the Human Capital Services. Termination of his service was disputed by him and the request was found to be intertwined with the discrimination and retaliation claims that fall under PPM 3010. The appellant was advised about that.

I feel honored to serve in this capacity, and I thank the Faculty Senate for giving me the opportunity to serve for another term. I would also like to thank the Faculty Senate, the University Administration and my College for the support.