

Memorandum of Understanding  
Lake Superior State University (LSSU) and  
the Lake Superior State University Faculty Association (LSSU-FA)

August 9, 2022

**Sections affected:**

5.2.1

**Statement of Problem:**

As it is currently written, 5.2.1 states:

“Upon receipt of a complaint lodged against a faculty member, the University may conduct a preliminary inquiry. Except for complaints pertaining to the assignment of a grade, Human Resources must be notified of complaints lodged against a faculty member. During the preliminary inquiry, if the University decides that it is necessary to interview the faculty member, the faculty member shall be entitled to have a representative of the Association be present at the interview.”

Thus, Human Resources would be notified of any complaint lodged against a faculty member. Some complaints, such as, “you didn’t erase the board” or “you are too loud in your office” would go to Human Resources. This was not the intent. Thus, we suggest 5.2.1 be adjusted as follows.

**Solution:**

To clarify what complaints should be reported to Human Resources, add the following statement in italics to 5.2.1:

Upon receipt of a complaint lodged against a faculty member, the University may conduct a preliminary inquiry. Except for complaints pertaining to the assignment of a grade, Human Resources must be notified of complaints lodged against a faculty member, *if the complaint could result in disciplinary action*. During the preliminary inquiry, if the University decides that it is necessary to interview the faculty member, the faculty member shall be entitled to have a representative of the Association be present at the interview.

  
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Provost and Vice President for Academic Affairs

8/9/22  
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Date

  
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Faculty Association President

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Date