

**AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS-  
AMERICAN FEDERATION OF TEACHERS, LOCAL 6075  
WAYNE STATE UNIVERSITY CHAPTER**

**GRIEVANCE ATTACHMENT**

**Grievance No. 384**

**Dated: November 14, 2019**

This Grievance is filed pursuant to Article XVII, Section D, of the Collective Bargaining Agreement, on behalf Dr. Barrett Watten and the Union, as follows:

**FACTS:**

On or about November 12, 2019, Dr. Stephanie Hartwell, Dean of the College of Liberal Arts & Sciences, issued a letter to Dr. Barrett Watten, directing his removal from teaching responsibilities and access to graduate students via committee work, including theses and dissertations. In addition, his office will be moved to an unidentified location outside of the English Department. The Dean's letter lacked the common courtesy of a copy to the Union and Dr. Watten's personal attorney.

The Dean's action is arbitrary and capricious and constitutes discipline without due process or just cause. There has been no hearing or finding that Dr. Watten has violated any University, College or Department rule, regulation or policy or BOG statute. The Dean asserts that, "*while AAUP Statements do not represent formal WSU policy ...*" and then spuriously alleges that Dr. Watten violated such standards. Her action is punitive and retaliatory because Dr. Watten has taken action to protect and defend his academic freedom and job security. As a consequence, Dr. Watten has and will suffer irreparable harm and injury to his research, peer relations, and reputation.

**CONTRACT PROVISIONS VIOLATED:**

By the foregoing and other acts, the Administration has violated Article VIII and Article XXIV of the Collective Bargaining Agreement, BOG Statute 2.51.01 (2.51.01.300) [adopted 1/31/62], BOG Statute 2.42.01 [adopted 11/15/61], and constitutional right to due process.

**RELIEF REQUESTED:**

The Union requests that the Grievance be resolved as follows:

1. Dean Hartwell and all Administrators cease and desist from interfering with and discriminating against Dr. Barrett Watten;
2. Dean Hartwell's letter to Dr. Watten be rescinded forthwith;
3. Dr. Watten be restored forthwith to his office and all teaching and other duties, including new duties as may be assigned to faculty;

4. Reimburse the Union for all costs (except Arbitrator fee) and attorney fees sustained in this matter.

**AAUP-AFT, LOCAL 6075  
WAYNE STATE UNIVERSITY CHAPTER**

By   
\_\_\_\_\_  
Charles J. Parrish  
President

By   
\_\_\_\_\_  
Barrett Watten, Ph.D.  
Grievant