



October 30, 2020

CMU Faculty Association Grievance Committee  
Central Michigan University  
Mt. Pleasant, MI 48859

Dear CMUFA Grievance Committee,

On September 30, 2020, the CMU Faculty Association, on behalf of former faculty member, Dr. Tim Boudreau, filed Grievance 20-3 regarding CMU terminating Dr. Boudreau's employment. Grievance 20-3 was timely filed under the provisions of Article 8 of the 2019-2020 CMU/CMUFA *Agreement*. Due to Grievant's employment termination, Grievance 20-3 was filed under the "Expedited Grievance Procedure" outlined at Article 8.19 that permits him to proceed directly to arbitration.

Due to uncertainty surrounding the status of several arbitrators on the 2019-2020 CMU/CMUFA Arbitrator Panel and complications caused by the COVID-19 pandemic, delays have occurred in the selection of the arbitrator to preside over the arbitration of Grievance 20-3. CMU and the Faculty Association selected the 2020-2021 CMU/CMUFA Arbitrator Panel on Wednesday, October 21, 2020. From this arbitrator panel, the Parties selected Arbitrator Thomas Barnes to preside over the matter. The Parties selected January 20 and 21, 2021 as arbitration dates. In accordance with Article 8.19.c. this signifies the Parties mutual agreement to extend the time limits contained in Article 8.19.

CMU denies Grievant's allegation in Grievance 20-3 that he was disciplined without just cause. CMU believes the evidence demonstrated that Grievant's reckless use of the n-word created a hostile learning environment for the Complainant, which is serious misconduct for which termination was appropriate. As such, CMU denies Grievance 20-3 and relies upon the facts and evidence contained in the attached written report to support its determination.

Sincerely,

A handwritten signature in blue ink, appearing to read "Dennis", is written over a horizontal line.

Dennis Armistead, J.D.  
Executive Director, Faculty Personnel Services

C: Brandy VanDenbrook, MEA Uniserv Director  
Dr. Rob Noggle, FA Representative