



NATIONAL SCIENCE FOUNDATION
OFFICE OF INSPECTOR GENERAL
OFFICE OF INVESTIGATIONS

CLOSEOUT MEMORANDUM

Case Number: I-19-0038-O

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We investigated an allegation by faculty member that a University reduced her faculty committee assignments and denied her a raise associated with her award of tenure in retaliation for reporting suspected research misconduct related to an NSF-funded award. We interviewed the Complainant and University personnel, and reviewed documents provided by the Complainant and the University, as well as publicly available information.

Our investigation determined that (a) the Complainant made protected disclosures over a 2-year period to various University officials; (b) the Complainant was an employee of the University for purposes of the applicable statute; (c) during the time the Complainant made protected disclosures, she received fewer faculty committee assignments and no chairmanships; (d) approximately 8 months after the Complainant's most recent disclosure, the complainant received tenure without a promotion and without an associated raise; and (e) the University provided factual evidence that it would have taken these actions in the absence of these disclosures, including evidence of a lack of retaliatory motive and evidence that the actions were consistent with the treatment of employees who are not whistleblowers.

We submitted a report of our findings to NSF management, the University, and the Complainant. NSF reviewed the report and concluded that the University did not subject the employee to a prohibited reprisal.

This case is **closed** with no further action taken.