

# **Team 21 Grievance Document**

**Offending Teammate:**

Sebastian Reel

**Team Position:**

Project Manager (unofficial)/GUI Developer

# Abstract:

The success of any team project is heavily dependent on the active participation and contribution of all members. This document highlights the case of a software engineering project that consisted of five members, one of whom has made little to no contribution to the project's progress. The document focuses on a specific instance of this member's problematic behavior and analyzes its impact on the project's outcome. The findings reveal that the problematic behavior of the member in question, specifically their tendency to not deliver on promises made, has resulted in delays and miscommunications within the team. The document discusses the negative impact of this behavior on the team's performance, increased workload for other team members and reduced morale. Finally, the document concludes with what steps the team has taken to address this issue and what expectations have been set for attendance and communication.

# Proof of Discord:

In order to make sure our claims are substantiated we have provided proof of the offending member's Discord, our main primary method of communication, account. Figure 1.

Shows the member's profile and associated tag within Team 21's Discord server. Figure 2.

shows the member in a well-known Discord server known as UNR Unofficial with the same name and tag. This was shown as we believe inviting members of the teaching staff to our Discord server may potentially cause issues stemming from this group member.

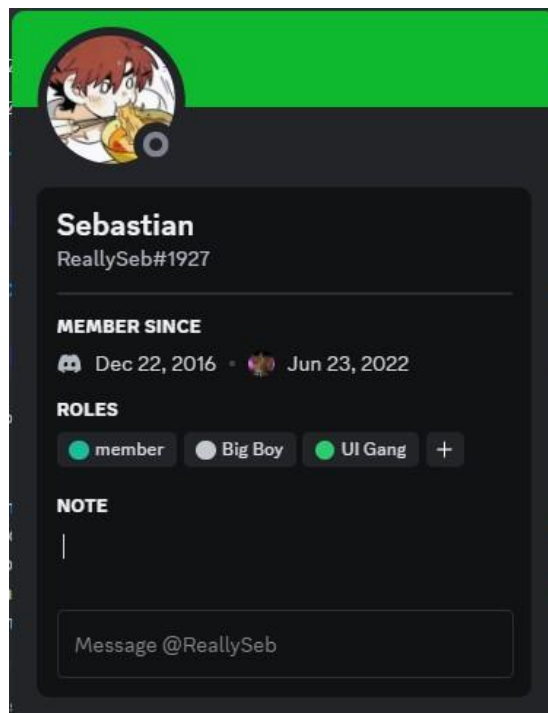


Figure 1. Discord of Sebastian Reel

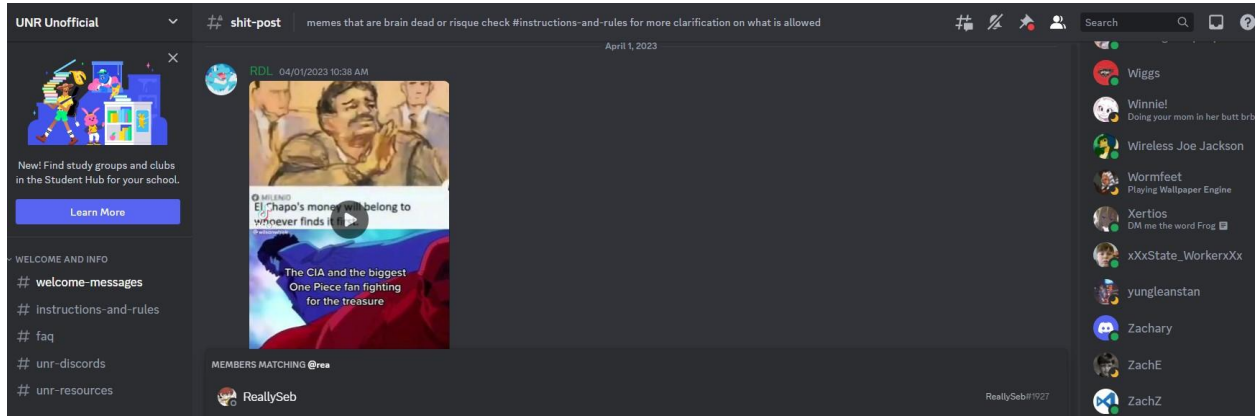


Figure 2. Sebastian Reels Discord in a well-known UNR Discord.

## Timeline:

**4/03/2023**

**8:00 PM:** Work on finalizing slides began.



Figure 3. Edit history of PowerPoint for proof of timeline.

8:06 PM: Sebastian states that his voice is unable to do the video recording so he informs us that he cannot voice it over that night. He was, however, able to voice call at 11:00 PM without issue and was fine for presentations the next day.

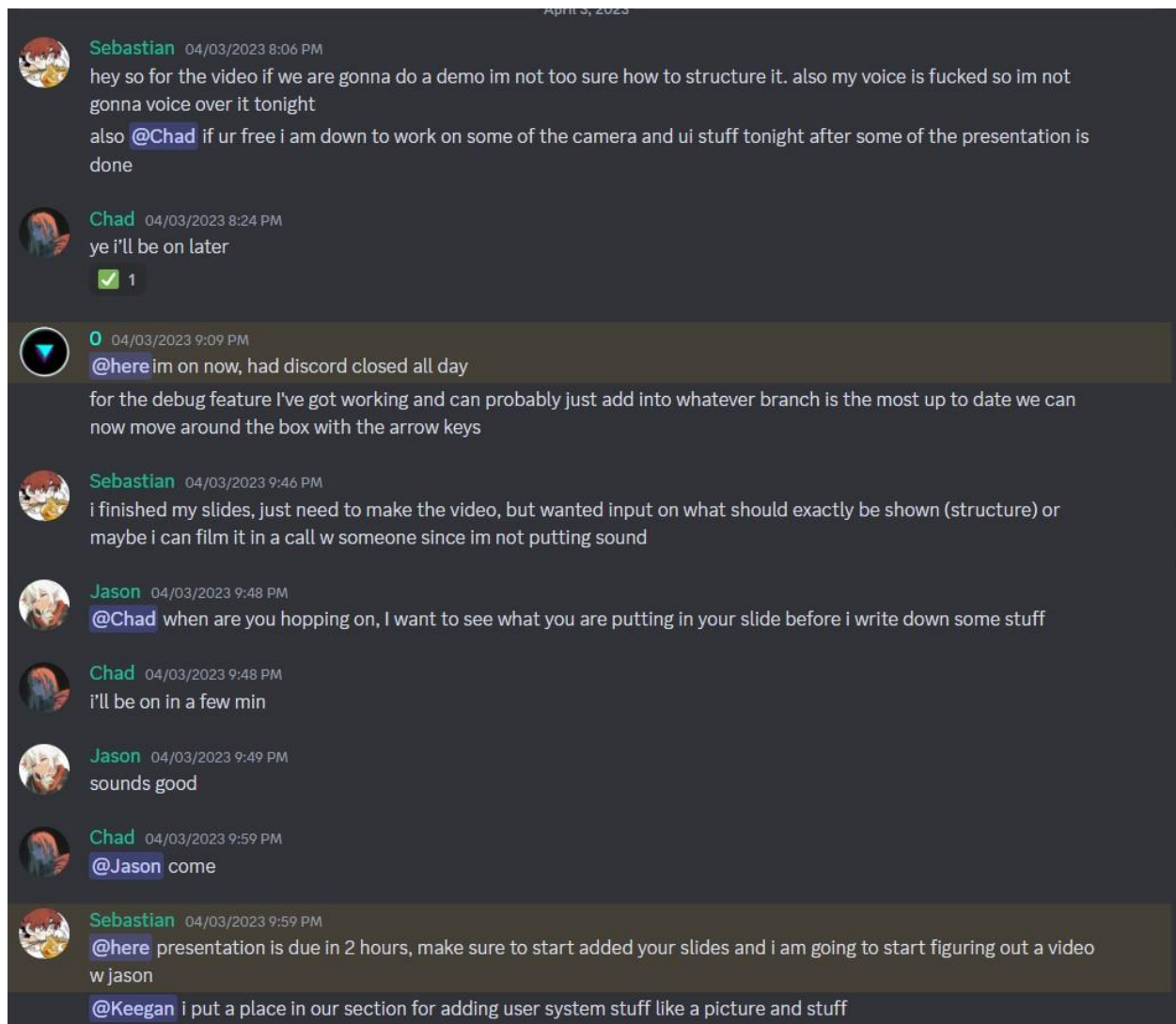


Figure 4. Chat history prior to the voice call and evidence of stated claims.

Before 12:00 AM: While finishing up the PowerPoint, Sebastian, Keith, and Jason had all agreed to wake up at 8:00 AM to continue work on the project as well as rehearse before the presentation.

**4/04/2023**

12:00 AM: Sebastian stated that he must leave the call due to stomach pains and quickly deferred the video to another teammate in the call, Jason. This was done abruptly and the members left in the call could not properly plan around this mishap before he disconnected from the voice call. The issue with this was that Jason did not have the updated version of the code from Sebastian's branch at the time and also did not have the model trained after him. Keith had consistently had issues with the lighting in his room and could very inefficiently record. The main issue with this was that it was Sebastian's responsibility to take care of, not Jasons, not Keiths, and not Chads. The group members remaining in the call at the time, Keith and Jason, were understanding and delayed the recording to 8:00 AM, the previously mentioned time. Due to the nature of the team working in a voice call, this part has no direct written evidence but is alluded to by other messages.

8:00 AM: Keith took the first few recordings of the video but they were not a good representation of the project in its current state. Sebastian did not wake up at the expected time so we had to delay the video recording to 10:30 AM, when Chad woke up. Since Chad had the model trained after him we attempted to have him do the video instead since Sebastian was not available at the time. Note that Chad was not expected to do the video so we therefore did not expect him to wake up earlier. Please also note that there is further proof of Sebastian not being awake at the expected time but it is not appropriate to include in this document.



Figure 5. Text evidence of the late arrival as well as what occurred at 12:00 AM.

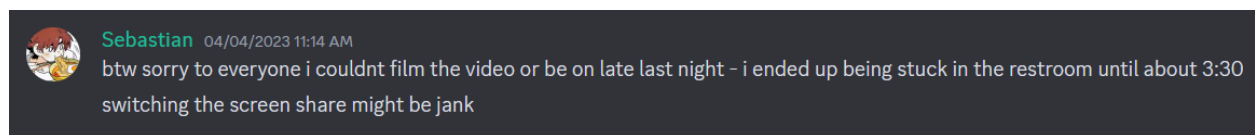


Figure 6. Discord messages at 11:14 AM during class time and prior to our group demo presentation that reinforce the previously stated points.

Later That Day: Sebastian had attributed the stomach discomfort to, “I ate too many cucumbers.”

## Effects:

Some of the effects of Sebastian's actions on the other team members were as follows:

- Increased stress
- Decrease of team morale
- Breakdown of team trust
- Loss of rehearsal/work time

## Conclusion:

Team-21 has made it clear to all members that attendance to team meetings is mandatory when possible and communicating unavailability should be done a reasonable amount of time beforehand. Sebastian Reel has been talked to about his lack of communication and performance in the past with the punishment for the continuation of these actions being dismissal from the group. Unfortunately, it is the end of the semester and this is no longer possible, our solution to this is working with the teaching team to figure out a proper solution. The success of any team project is heavily dependent on the active participation and contribution of all members. Unfortunately, when not every member contributes problems arise.



# Additional Resources:

☐ 7-day invite link to UNR Unofficials Discord Server: <https://discord.gg/QNKcRsQJ>