

COLLEGE of CHARLESTON

SCHOOL OF SCIENCES AND MATHEMATICS

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12 February 2016

MEMORANDUM

To: Dr. Brian McGee, Provost
From: Mike Auerbach, Dean, SSM
Re: Dr. Robert Dillon, Non-Compliant Syllabus

A recent audit of syllabi in the Department of Biology revealed that the syllabus for BIOL 305L, Genetics Lab, taught by Dr. Robert Dillon, Associate Professor of Biology, was not in compliance with SACSCOC standards or College Policy. The syllabus was missing acceptable course learning outcomes, with a quote from Woodrow Wilson serving as an unacceptable substitute. Dr. Dillon's chair, Dr. Jaap Hillenius, has on several recent occasions asked Dr. Dillon to replace the quote with acceptable learning outcomes. Dr. Dillon has refused to do so.

On Tuesday, February 9, 2016, I wrote to Dr. Dillon and re-iterated that every syllabus for every course required learning outcomes that were approved by the cognizant department chair. I also reminded him that the College had an official policy on structure of syllabi that included learning outcomes as a required component. Finally, I stressed that our accreditor, SACSCOC, required approved learning outcomes on syllabi and that we were currently in the midst of our reaffirmation process and needed to be able to demonstrate compliance with this standard. I gave Dr. Dillon until 5pm on Friday, February 12, 2016 to produce a syllabus with learning outcomes that were deemed acceptable by his chair.

The deadline I imposed for receipt of an acceptable syllabus has now passed. In addition, an email I received from Dr. Dillon on 11 February 2012 made it clear that he was not going to furnish any syllabus beyond what he had already provided. In my opinion, Dr. Dillon's refusal to abide by formal College policy and standards imposed by our accreditor, as well as his refusal to follow direct requests from his chair and his dean represents a violation of the Code of Professional Conduct and the Statement of Professional Ethics detailed in the College's Faculty & Administration Manual (FAM). Consequently, in my opinion, this insubordination should result in a sanction as detailed in Article VII, Section B of the FAM. Given the flagrant nature of the refusal to comply with policy and requests from supervisors, and the harmful position this places the College in with respect to its accreditation body, I recommend that the sanction not be an oral or written reprimand. Instead, I recommend something more severe.