

**From:** Ferguson, Douglas A  
**Sent:** Tuesday, March 01, 2016 7:39 AM  
**To:** Dillon, Robert T <DillonR@cofc.edu>  
**Subject:** clarification request

To: Robert T. Dillon, Jr.

From: Doug Ferguson  
Chair, Investigative Review Panel

Re: Clarification

Date: March 1, 2016

The investigative review panel met Friday, February 26th to discuss the facts from written policies/memoranda and now seeks clarification regarding your compliance with Section VIII.A.2 of the Faculty/Administrative Manual (FAM).

Please clarify how your learning outcomes are clearly connected to genetics. Objectives/outcomes are measured by ongoing course assessment, but it is not clear to the panel how that occurs in your course.

We therefore seek your input with regard to the connection between your stated learning outcomes (termed "course objectives" in the FAM) and the content of your course. The relevant statement in the FAM notes that faculty are expected to "direct instruction toward the fulfillment of these objectives and that examinations will be consistent with these objectives." Please clarify how the learning objectives you have provided on your revised syllabus are consistent with the assignments in the course.

We are especially interested in how you measure the stated objectives/outcomes. You acknowledge in your February 11 memo to your dean that the outcomes do not meet with expectations, but our question is factual rather than evaluative. Exactly how do you (or would you) measure whether the outcomes have been met? How are the students able to discern the mapping of assignments to your stated outcomes?

The panel is not charged with questions of insubordination, only policy compliance. If you can clarify that assignments in BIOL 305L lab course are clearly connected to the outcomes you have proposed, it may help us make an unbiased determination whether or not you are in compliance with the standard required by College policy and as evaluated by SACSCOC. The panel is therefore requesting representative assignments in the course that map to these outcomes, as articulated on your syllabus.

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