

Good afternoon, Dr. Dillon.

Thank you for your patience. I realize that this has been a long process, but we sincerely hope we can work this out.

If you are intending to meet the Provost's three conditions in writing (listed below), we certainly want to work with you, your chair, your dean, and the Provost to reduce the sanctions imposed for the fall.

1. "The College has an interest in [faculty] following college policies and Dr. Dillon must agree to do so;
2. Agreement that Dr. Dillon will create complete and course-specific learning outcomes and publish these in all future course syllabi, as this is in compliance with FAM requirements. These must be satisfactory to his supervisor; and
3. Dr. Dillon must agree that he was in violation of those policies in the current [Spring 2016] semester."

Related to condition #2, the Grievance Committee's proposed amendment was acknowledged as being a start but a reduction of sanctions is more likely if you could provide a little more detail directly related to the subject of Genetics. As non-Biology faculty, we tried our best but obviously are limited by our lack of Biology content knowledge.

Specifically, in an effort to meet the Provost's second condition, we ask that you write up six more specific learning outcomes/objectives related to your content. If all of your specific course outcomes/objectives relate to students constructing testable hypotheses about the mechanisms of heredity, perhaps you could include the additional outcomes/objectives as specifics under this overarching outcome/objective. Or if there are other main content-specific outcomes, you could simply add to the existing "students will construct testable..." outcome/objective.

If your intent is to meet the Provost's three conditions and you are willing to create some more specific outcomes/objectives, we would like to call a meeting with you, your chair, dean, and the Provost with the specific goal of discussing the SLOs that you create prior to the meeting and subsequently amending your syllabus to everyone's satisfaction and to meet FAM requirements. We feel as though meeting with everyone in person is necessary so that all parties are present and can voice how the syllabus must be revised to be deemed satisfactory for meeting the Provost's second condition.

Again, the Grievance Committee understands that you may respectfully decline our requests to create more specific student learning outcomes/objectives and/or meet with your chair, dean, and the Provost. If declining is your preference, please let us know, and, as written in the FAM, we will refer the unresolved grievance to the President ("the appropriate authority").

We truly hope that this matter can be resolved in the near future.

Sincerely,

Beth Lloyd (chair)  
Clifton Peacock  
Doug Walker  
Marvin Gonzalez  
Sarah Robertson

cc: College of Charleston President Glenn McConnell  
College of Charleston Provost Brian McGee  
Dr. Mike Auerbach, Dean of the School of Math and Science  
Dr. Jaap Hillenius, Chair of the Biology Department