

# COLLEGE of CHARLESTON

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SCHOOL OF SCIENCES  
AND MATHEMATICS

Michael Auerbach  
Dean  
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843-953-5991

## MEMORANDUM

To: Brian McGee, Provost

From: Michael Auerbach, Dean, School of Sciences & Mathematics

Re: Report of Investigative Review Panel

Date: 16 March 2016

I have carefully read the report of the Investigative Review Panel convened to review the conduct of Dr. Robert Dillon, Jr., with respect to College policies published in the Faculty/Administration Manual, as well as Dr. Hillenius's response to it. Nothing in my consideration of the review panel's report or Dr. Hillenius's memorandum leads me to revise my previous recommendations to you on this matter or to add additional comments to those I have previously made.

COLLEGE *of*  
CHARLESTON  
DEPARTMENT OF BIOLOGY

MEMORANDUM

To: Mike Auerbach, Dean, School of Sciences and Mathematics  
From: Jaap Hillenius, Chair, Department of Biology  
Date: 16 March 2016  
Re: Report of Investigative Review Panel

After careful review of the final report of the investigative panel, I see no reason to alter my original request for Dr. Dillon to provide student learning outcomes on his syllabus that are specific to his course.



MEMORANDUM

TO: Mike Auerbach, Dean, School of Sciences and Mathematics  
Jaap Hillenius, Chair, Department of Biology

FROM: Brian McGee, Provost *BM*

DATE: March 15, 2016

SUBJECT: Report of Investigative Review Panel

As described in my memorandum to Dr. Robert Dillon, Jr., of February 18, 2016, I recently appointed a “disinterested investigative review panel” (hereafter, “panel”) to review a complaint made about the conduct of Dr. Dillon. The panel received its charge in a memorandum addressed to Dr. Doug Ferguson on February 16, 2016, and subsequently distributed to the other members of the panel in a meeting on February 22, 2016.

The panel has now submitted its report, which I have attached to the current memorandum. I ask both of you to review the report and its findings. In addition, and consistent with Section 3.1(c) of the Operating Procedures at College Policy 9.1.10, I make two specific requests:

- In his role as Department Chair, I ask Dr. Hillenius to review and comment on the report in a memorandum to be conveyed to Dean Auerbach, complete with Dr. Hillenius’s recommendations to Dean Auerbach in this matter. I ask Dr. Hillenius to complete this task no later than the close of business on Friday, March 18, 2016, with a copy to me.
- In his role as Dean, I acknowledge that Dean Auerbach has previously provided recommendations and comments to me regarding the imposition of a sanction responding to Dr. Dillon’s conduct. I now ask Dean Auerbach to determine whether or not the panel’s report and/or Dr. Hillenius’s memorandum has led Dean Auerbach to revise those recommendations or to provide any additional comments to me. I ask Dean Auerbach to provide any feedback to me by memorandum and to do so no later than the close of business on Monday, March 21, 2016.

As previously indicated, the panel did not consider allegations that Dr. Dillon’s conduct was insubordinate – that is, that Dr. Dillon had violated the provisions of College Policy 9.1.2. The panel only considered the allegation that Dr. Dillon had violated college policy on the written statement of instructional objectives, as that policy is described in the *Faculty/Administration Manual*.

Please let me know if you have any questions about the contents of this memorandum.

Attachments

cc: Ed Pope, Vice President for Human Resources  
Deanna Caveny-Noecker, Associate Provost for Faculty Affairs  
Angela Mulholland, General Counsel