




MEMORANDUM

TO: Beth Lloyd, Chair
Faculty Grievance Committee

FROM: Brian McGee, Provost 

DATE: April 19, 2016

SUBJECT: Letter of Dr. Rob Dillon

Dr. Dillon has provided me with a copy of his letter to you, dated April 19, 2016, in which he “file[s] a formal grievance with your committee.” The email to which the letter is attached also includes a previous email sent by you to Dr. Dillon. I thank Dr. Dillon for the courtesy of sharing these documents.

I will wait to learn if the Faculty Grievance Committee would like to discuss these grievances with me or with Drs. Auerbach and Hillenius.

I wish to address one topic, which is Dr. Dillon’s apparent reference in a previous email message to alleged violations of academic freedom and of due process. To be clear, it is the position of the College of Charleston that alleged violations of academic freedom and of due process are under the purview of the Faculty Hearing Committee, rather than the Faculty Grievance Committee. See the Faculty By-Laws at Art. V, Sect. 3.B.11.b(4) and Art. V, Sect. 3.B.11.b(5). Because the Faculty Grievance Committee “hear[s] from any faculty member grievances of a nature *not in the purview of the Faculty Hearing Committee*” (Art. V, Sect.3.B.10.b(1); emphasis added), it is also the College’s position that the Faculty Grievance Committee cannot consider a grievance pertaining to academic freedom or due process. If the Faculty Hearing Committee declined to hear such a grievance, or if a grievance was not timely filed and there was no good cause for delay, then no further consideration is available to Dr. Dillon under the By-Laws or the *Faculty/Administration Manual*.

As noted in the *Faculty/Administration Manual* in the description of the work of the Faculty Hearing Committee, “failure to file a Notice containing this [grievance] information within the specified time limitation shall be a waiver of grievance and of all rights under these procedures, absent a finding of good cause for a reasonable delay, as determined by the Hearing Committee” (*Faculty/Administration Manual*, Art. X, Sect. 1.2.a(7)).

cc: Mike Auerbach, Dean, School of Sciences and Mathematics
Jaap Hillenius, Chair, Department of Biology
Deanna Caveny-Noecker, Associate Provost for Faculty Affairs
Rob Dillon, Associate Professor, Department of Biology