




MEMORANDUM

TO: Robert T. Dillon, Jr.
Associate Professor of Biology

FROM: Brian McGee 
Provost and Executive Vice President for Academic Affairs

DATE: February 19, 2016

SUBJECT: Your Memorandum of February 19, 2016

Delivered via electronic mail on the date indicated above.

I have received your memorandum of February 19, 2016, in which you state you have been “threaten[ed] . . . with suspension for insubordination.” To be clear, a sanction is being considered in your case on two separate grounds, which are (1) your insubordinate conduct and (2) your violation of College policies. The details of the sanction being contemplated are described in my memorandum to you of February 18, 2016.

Your memorandum, further, states that you have been relieved of your duties. To remind, you have not been relieved of all duties. Instead, you have been assigned by me to new duties, as outlined in my previous memorandum to you.

As I have already made clear, your supervisors, who are subject-matter experts in your teaching field, have concluded that the 1896 quotation you provide from Woodrow Wilson does not meet their expectations, or the College’s expectations, for course-specific learning outcomes. As a result of their judgment, you were repeatedly directed to provide appropriate learning outcomes for BIOL 305L. You failed to comply with the lawful, reasonable orders of your supervisors.

You were not asked to lie, but to create appropriate, course-specific learning outcomes for the content of BIOL 305L. Your supervisors determined that the outcomes you submitted were unacceptable and exercised patience with you in seeking your compliance with their directives. Your failure to comply by the announced deadline is the basis for the proposed sanction. Further, I find your conclusion -- that any set of learning outcomes other than the ones already posed by you would falsely represent the course content of BIOL 305L -- neither relevant nor reasonable.

You continue to have the opportunity to persuade, as described in my previous memorandum.
You must do so by the announced deadline.

Attachment

cc: Michael Auerbach, Dean, School of Sciences and Mathematics
Jaap Hillenius, Chair, Department of Biology
Ed Pope, Vice President for Human Resources

COLLEGE of CHARLESTON

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MEMORANDUM

To: Dr. Brian McGee, Provost

From: Dr. Robert T Dillon, Jr., Biology

Re: Proposed Sanction and Opportunity to Persuade

Date: February 19, 2016

I am in receipt of your memo of 18Feb16, notifying me that I have been relieved of my duties, and threatening me with suspension for insubordination. In this reply I wish to clarify my own position, and seek clarity in yours.

The third argument in the paragraph at the top of your page 2 is indeed a fair summary of my position at present. The quote by Wilson (1896) is a complete and accurate statement of the learning outcomes toward which I strive in Genetics Lab 305L. My second argument (as re-stated on your page 2) no longer pertains. I had hoped (back on 2/10) that the problems identified by Drs. Auerbach and Hillenius might be addressed by re-formatting the Wilson quote, but this has not turned out to be the case, alas. My first argument also no longer pertains. It was my prayer (on 1/20) that this issue might be kept in its proper perspective, but that too has turned out not to be the case. If the Bridegroom comes tonight, these are the lamps He will find burning, alas yet again.

So my entire position is currently reduced to a simple re-assertion that, in Genetics Lab 305L, I strive to impart the right thought of the world and draw the student's mind into proper adjustment with it. I endeavor to impress upon him that the business of the world is not individual success. And from this instruction, it is my prayer that he will learn to number his days.

Were I to adopt the "suggestions" that Dr. Hillenius offered me on 1/21, or indeed change my syllabus in any way to reflect any other learning outcomes, I would falsely represent Genetics Lab 305L at The College of Charleston. **Is my choice now to lie, or to be judged insubordinate?** What other choices do I have?

Robert T. Dillon, Jr.