

The following is the third installment reviewing Dean Doty's memorandum in response to our grievance.

Dean Doty's second paragraph states that "You [Lindley and DePree] specify three provisions of the Faculty Handbook. Two of the provisions you specify, 12.2.2 and 12.2.3, are grievance procedures for which you assert no violation."

12.2.3 is "Filing Grievances." This section is procedural, not substantive. We followed procedures. To say that we asserted no violation of 12.2.3 misconstrues what "Filing Grievances" means.

Dean Doty's claim that we asserted no violation of 12.2.2 is false. (See our grievance.) We asserted six violations and provided evidence for each. For example, "Dr. Carter's decisions to void the shared governance option selected by the faculty are based on what he admits is public speech. While he deemed those statements "hurtful and uncomplimentary" – but truthful – his actions are intended to silence faculty who may disagree with his actions, thus constituting a violation of academic freedom." Violation of academic freedom clearly states a grievance (See USM Handbook § 12.2.2 (g))) and evidence is provide for the grievance. The same is true for the other five violations set out in our grievance.

A mere statement that "you assert no violations" does not make it so. To pretend that it does is the same strained, contrived interpretation of the Faculty Handbook that Dr. Carter used to dissolve a duly elected governance committee.

Marc DePree