

From: Katz, David
Sent: Friday, April 08, 2011 11:34 AM
To: Gilliland, Mary
Subject: RE: Meeting Today Postponed

Mary Kay,

My instructions were not "too micro managerial". That is my normal course syllabus and it is not significantly different from past semesters. All I expected from a substitute is that the individual followed the CHM 121IN course syllabus. Did you even read the CHM 121IN course syllabus?

An integrated lecture-laboratory course is not the equivalent of a normal laboratory course such as that taught by most of our adjuncts. This is not the equivalent of a chemistry "basket weaving" course. This course requires content and [REDACTED] delivered none. Just having the class do the laboratory experiments is not in keeping with the course description and course objectives.

You did not respond to my question about what happened as a result about the complaint of dismissing the class early. Did anyone ask why? Did anyone question what was being done in the class? Was any action taken? Once I knew I would be away my surgery, on more than one occasion we had discussions in your office about the needs for that course and my concerns. Now, you are trying to shift the blame for a job not done to me and I refuse to accept it.

You told me to "move on, teaching your portion of the class and grading as you have determined is reasonable according to your syllabus, standards and so on." I'm trying to teach according to my syllabus and standards, but even with telling the class what work is due and following that up with emails containing the same information, the class is responding as [REDACTED] expected of them, i.e., doing nothing. That might be the norm for other instructors, but I do not run my courses that way. For a recent assignment on finding an article on nanotechnology and presenting a capsule review (April 5, 2011, moved from March 29 and 31), approximately two-thirds of the class were unprepared. One group insisted it was a group project, not individual because "the substitute told them it was okay". All the unprepared students are getting zeros for the assignment. On Thursday, April 7 we discussed science and science fiction. The class has had the CD-ROMs I prepared for them for two weeks, a list of the short stories to read, and two email messages reiterating that and informing them that I would call on individuals randomly with questions. More than half the class had not read the material. They are getting zeros for the first half of that assignment. Is that your idea of "moving on"?

As I stated, [REDACTED] grading and attendance information is contradictory and unreliable. On my first day back, I spent a significant portion of the class time with the students trying to straighten out that information. I want to be fair to the students, but this mess is difficult to work out. Should I just throw all that out and work from the point I returned to class?

You state that "you are going to have to do your part and like the other faculty help arrange your subs in future when you know in advance you will be out". I have always done that for one or two class sessions when I'm away at a conference, but this was not a normal situation. I am not the department chair and only know a few adjunct instructors. I do not have access to a bank of qualified adjuncts and I am not in the position to do a wide search and interview potential substitutes. You know that Silvia Kolchens did nothing to find an adjunct to cover this class, but I doubt that you will admit to it.

You stated "In the case of 151, you bumped [REDACTED] and this happened after he began teaching" I did not bump [REDACTED]. Maybe you should read your email message of January 25, 2011. It was your

decision to bump him for me. I had no part in that action. You might also want to read my reply to that where I stated:

"I understand about the load information. As you know, I have been talking about the fact that scheduling has to be fixed, for over a year. We have a scheduling crisis in the department. We are losing students to other campuses." (Is there any question as to why I am annoyed at the recent scheduling problem?)

Your bumping [REDACTED] put me in the position of finding out that he had a practice of never returning papers to his class and the reason he always assigned A's to the entire class. The only reason I received all the non-returned papers on March 22, was that I sent a March 16 email to the class stating:

"Your substitute instructor has provided me with grades for your lab experiments/reports for the semester up to this point. As is my practice, I will be distributing a grade summary to each student in class on March 22. Please gather all your graded laboratory reports and any prelab assignments that were returned to you, so we can check the grades for accuracy"

[REDACTED] was on the class email list, so I know he received a copy. I bet [REDACTED] worked hard to get some kind of grades on all those papers and get them to me so I would not discover the truth.

For your information, my grading program allows me to print individual grade summaries for my students. I always provide them to my classes around mid-semester so they know where they stand in the course. Occasionally, I have recorded a grade incorrectly or not updated a quiz or exam grade for a paper I reexamined and the students will correct me on that. There is no sinister purpose in my doing this for any class.

For the CHM 121IN course, I sent a similar email and stated:

"Your substitute instructor has provided me with grades for your lab experiments/reports, the quizzes and the first exam for the semester up to this point. There are a number of discrepancies with the experiment grades and attendance records I received. I will be distributing a grade summary to each student in class on March 22. Please gather all your graded laboratory reports, quizzes, and the exam that were returned to you and bring them to class so we can make sure all the recorded grades are accurate."

In addition, I stated:

"Also, on March 22, I would like to spend some time discussing some very current world events that are related to the course content that was presented in each class. There is nothing for you to prepare, but you may want to review any course content notes you have."

I did receive one reply from a CHM 121 student who stated:

"We really did not have any lecture in any classes-- only labs, just an FYI."

You stated in your last message:

"As far as whether we hire [REDACTED] for other classes, that is not in your control. You can recommend but you may have to live with a different decision made for the department or division.

If you want to talk to your department about this I urge you to express this as a recommendation and to be smart enough to let it go if others do not agree.”

In summary, you are telling me that my "formal complaint" carries no weight, no one will take responsibility in dealing with this problem, other than trying to shift it back on me, and that the STEM Division is quite satisfied to perpetuate incompetence in the classroom.

David

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