

From: Randy O Wayne
To: [Amy O. O'Donnell](#)
Cc: [Ari T Epstein](#)
Subject: FW: Grievance investigation
Date: Tuesday, September 11, 2012 3:58:00 PM
Attachments: [image001.png](#)

Dear Amy,

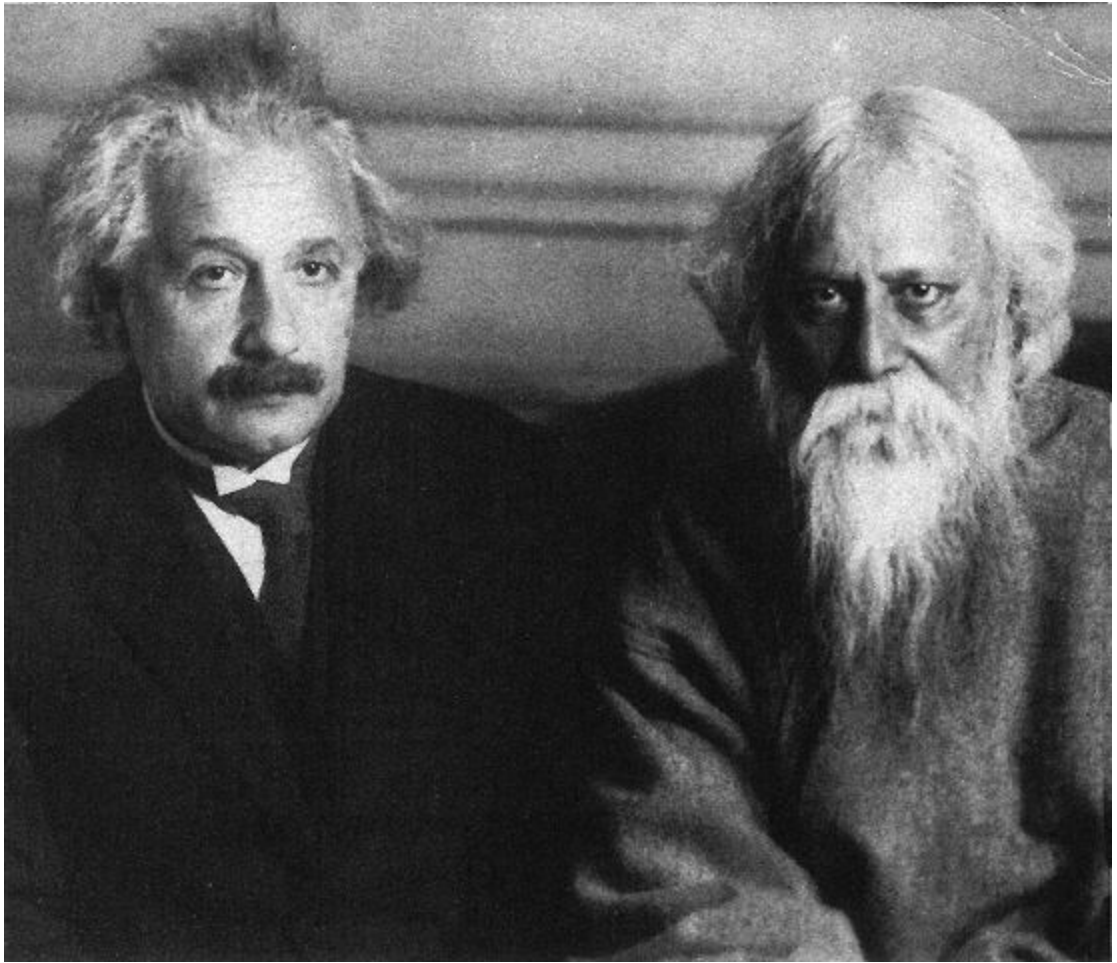
This and the next email will be the ones I sent on 4/23/2012 to be added as attachments to the 5/1 meeting.

Thanks,
randy

Where the mind is without fear

Where the mind is without fear and the head is held high;
Where knowledge is free;
Where the world has not been broken up into fragments by narrow
domestic walls;
Where words come out from the depth of truth;
Where tireless striving stretches its arms towards perfection;
Where the clear stream of reason has not lost its way into the dreary
desert sand of dead habit;
Where the mind is led forward by thee into ever-widening thought and
action --
Into that heaven of freedom, my Father, let my country awake.

Rabindranath Tagore



From: Randy O Wayne
Sent: Monday, April 23, 2012 3:32 PM
To: Amy O. O'Donnell
Subject: FW: Grievance investigation

Dear Amy,

I am going to ask that this email and one other be entered into the minutes for tomorrow's meeting. Thanks,

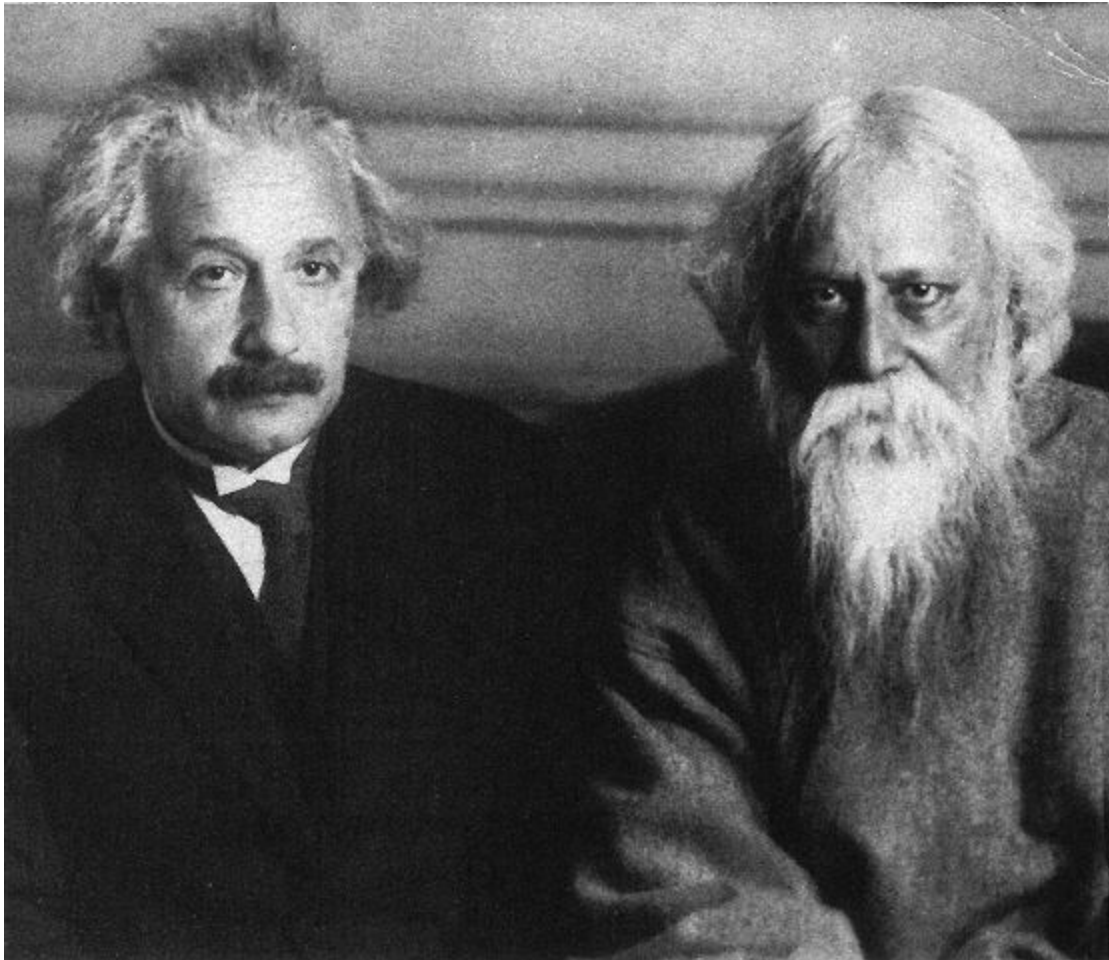
Randy

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Rabindranath Tagore



From: William Earl Fry
Sent: Tuesday, April 03, 2012 7:49 AM
To: T. Colin Campbell
Cc: Randy O Wayne; Karen Lucas
Subject: RE: Grievance investigation

Dear Colin,

I have now had some opportunity to review your message (below). As reflected in the message I wrote to Randy (copied in your message below), his grievances have been fully reviewed and decided. From my perspective the matter is now closed. I will not engage in further discussion about it.

Sincerely

Bill

From: T. Colin Campbell
Sent: Monday, April 02, 2012 7:10 AM
To: William Earl Fry
Cc: Randy O Wayne
Subject: Fwd: Grievance investigation

Dear Bill,

Although I may not know the merits or details of Randy Wayne's grievance, I became concerned with the handling of the investigation and still remain concerned. I find no explanation why his teaching of the course was terminated. This would seem to me to be the most important part of the investigation.

Did he receive poor reviews from the students? Was the material insufficiently scholarly? Was he presenting material that has been discredited by his peers? Was he allowing students to cruise through the course without gaining reliable knowledge? Was he presenting material that was already covered elsewhere? Was this information conveyed to Professor Wayne when he was apprised of the decision?

Were these substantive questions even considered by the various committees? If not, why not?

You trace the review procedures used but this means little or nothing if no one is willing to speak to the substance of the decision.

The primary reason that I have supported Professor Wayne's grievance complaint is because I saw no information regarding these substantive questions. This was of concern to me because it was so similar to what I experienced in the cancellation of my course a few years ago. We could talk all day long about the investigative process but without getting to these core questions, process means little or nothing. In fact, process can be used and is being used to avoid answering these questions.

The process in my case also was tortuous and dismissive of my grievance without telling me why the decision was made so arbitrarily. In my case, I suspect that I knew more than does Professor Wayne for his case. I knew that the administrator making the original decision was a uniquely influential consultant to the very industry that I was questioning in my class. It also is the same industry that is responsible for substantial amounts of funding for our campus.

I truly believe that our cases, together, constitute a case that should be brought to the attention of the organization that accredits universities. If we cannot have transparent and civil discourse in the Academy, where else in our society might this be possible?

I would very much appreciate your views on this. Am I really that uninformed?

Regards,

Colin

T. Colin Campbell



Jacob Gould Schurman Professor Emeritus
of Nutritional Biochemistry
Cornell University
Ithaca, NY

Begin forwarded message:

From: Randy O Wayne <row1@cornell.edu>
Subject: FW: Grievance investigation
Date: April 1, 2012 9:50:58 PM EDT
To: "T. Colin Campbell" <tcc1@cornell.edu>, Bruce A Levitt
<bal5@cornell.edu>

I am sorry to say that this is not an April Fools joke.

Thanks,

Randy

From: William Earl Fry

Sent: Sunday, April 01, 2012 3:44 PM

To: Randy O Wayne

Cc: Karen Lucas

Subject: Grievance investigation

Dear Randy,

This letter responds to your request that I investigate the issues surrounding the change in the Biology Curriculum and your role in that curriculum. Your request came after you presented your grievance to three faculty committees (CAPP, AFPS, and the UFC), but disagreed with their conclusions. I indicated that I would investigate and review the process, because I have not been a knowledgeable participant in the previous discussions or investigations, and because you were adamant that you have been mistreated. This letter communicates my conclusions.

I understand that you felt that there was insufficient consultation with you regarding the fate of BIOG 1110, an introductory biology course that you had taught for several years. You correctly pointed out that the Committee on Academic Programs and Policies (CAPP) had not been consulted about the curriculum changes in Biology. In response, CAPP reviewed these curricular changes, meeting with you personally as well as with the chairs of the LSDRTF, UBCTF, and

BCTC committees. CAPP agreed that CAPP should have been consulted, but following their review they concluded that the process had been open, public, and led by the faculty.

Subsequently, you asserted that your academic freedom had been violated. You filed a complaint with the Committee on Academic Freedom and the Professional Status of the Faculty (AFPS). AFPS read your complaint and met with you, but elected to not conduct a formal investigation. You appealed that decision to the University Faculty Committee (UFC), who also read your complaint and also met with you. However, they elected to not overturn the decision of AFPS. Subsequently, you and I have had correspondence in person and via email, in which you asked that I review the decision of the UFC. My understanding is that you believe that your academic freedom has been violated and that the university has not followed its procedures.

After reviewing the process, including additional investigation and consultations, I have come to conclusions very similar to those of the three faculty committees who previously investigated your grievance. I agree that there were problems in communication. However, the revised curriculum was determined by the faculty, as is appropriate, and was developed via a process that evolved over two years with many opportunities for engagement. These curricular revisions substantially reorganized introductory biology teaching, and that reorganization affected BIOG 1110. You were asked to teach the successor course to BIOG 1110, but you refused that request. I would agree that your academic freedom had been abridged had you been reprimanded for, or prevented from, espousing your views, or if there was reprisal for you representing your views. However, I found no evidence of this.

I also have found no evidence that Cornell has failed to follow its procedures. Indeed, well over 100 faculty hours, provided by faculty from several independently assembled committees, have been spent on reviewing your grievance in substantial detail. I find no reason to disagree with the conclusions of these committees.

Sincerely,

Bill

William E. Fry
Professor and chair, Plant Pathology and Plant-Microbe Biology
303B Plant Science Bldg. 607 255 7863

Dean of the University Faculty
315 Day Hall, 607 255 4843

Cornell University, Ithaca NY, 14853
607 220 6690