

Engel, Thomas G.

From: Manning, Noah D.
Sent: Saturday, November 13, 2010 6:26 PM
To: Engel, Thomas G.
Cc: Akers, Lex A.; Barnes, Terry L.; Thompson, James E.; Foster, Brian L. (Provost); Middleton, Michael; Dean, Kenneth D.; Curry, Randy D.; Davis, Curt H.; Gahl, John M.; Gangopadhyay, Shubhra; Ho, Dominic K.; Islam, Naz; Keller, James M.; Kovaleski, Scott; Devaney, Michael J.; Nair, Satish S.; Skubic, Marjorie; Oconnell, Robert M.; Tyrer Jr, Harry W.
Subject: Suspension of teaching duties ...
Importance: High

Dear Greg:

This email is being written to inform you that the student complaints in ECE 2110 have now been moved to a formal grievance. This has resulted because you have not provided us with the conditions under which you will meet with the students, and all informal processes for resolution have failed.

As you know, the student complaints are serious ... including allegations of sexual and racial discrimination, inadequate teaching, disrespect to students, and retaliation. Professors O'Connell, Kovaleski and I met with you (and your attorney) on November 10th in hopes of informally resolving this matter. We listened to your responses, and after deliberation we unanimously concluded that you failed to adequately explain your behavior or to adequately respond to these allegations.

Of all the allegations, we are most immediately concerned about retaliation against students. In particular you waited eleven days to file charges of plagiarism against three Chinese females in your class. You filed those charges minutes after I notified you that the students had complained to me about your behavior, and that I wanted to have a meeting with you concerning this matter. Additionally you filed the charges without having retained any supporting documentation. Although you claim that you had always intended to file these charges, the above circumstances make this claim hard to believe. If you had been considering doing this, you would have retained the materials rather than handing them back to your students. In our meeting on November 10th, you asserted that you would now be filing charges of plagiarism against other students. This appears to us to be a blatant attempt to show that you were not discriminatory in your earlier actions and causes us great concern for the way you have conducted this class and for what you may do to students in the class during the remainder of the semester.

The results of our meeting with you on November 10th were discussed at a special meeting of the full professors in the department on Thursday morning, November 11th. It was the unanimous view of the faculty that to protect all the students in the class from possible retaliation, you should be relieved of your teaching duties and that an investigation of the charges should be conducted immediately.

Our concern was heightened late Thursday after having learned of your directive to all the students in ECE 2110 to turn in all past lab reports to you by next Tuesday when the class meets. These reports were the basis of the plagiarism charges.

Therefore, you are immediately removed from all teaching duties for the remainder of this semester. You are not to report to any classes on Monday, or for the remainder of the semester. Faculty replacements will be found for both of the courses (ECE 2110 and 3470) and I expect you to cooperate with these faculty members during the transition by providing them with your course syllabus, grade records, and any other material that will be useful for completing the instruction of these courses.

Greg, I urge you to examine your behavior and modify it to restore yourself as a good teacher and colleague. I will be traveling until next Thursday but will be happy to meet with you on this subject when I return. Please schedule a meeting with Melanie Elder if you wish to talk further.

Sincerely, Noah

Noah D. Manring
Glen A. Barton Professor
Chairman for Electrical and Computer Engineering
University of Missouri
Columbia, MO 65211
ManringN@missouri.edu
573-884-5484