

CORONADO, RICARDO

From: COAN, BARBARA
Sent: Monday, November 28, 2011 10:28 AM
To: WELLS, DAVID; CORONADO, RICARDO
Cc: FOX, RUSTY SE Campus SDES; LANIER, BILL; ROBINSON, ANGELA; WILLIAMS, SHAUN
Subject: RE: Student Complaint/Grievance Form

To be sure that all of you are aware of the actions taken thus far:

#1 Professor Derengowski, an adjunct professor, was asked to attend a meeting November 15 at 5 pm in which he was informed of two student complaints. He was also asked if he felt he or his students were in any danger since he had filed a police report. He answer was "no, he just wanted someone to be aware of the students leaving class early."

#2 Professor Derengowski resigned later in the day on November 15. He was not asked to resign. According to his website he resigned because he was asked to remain neutral while teaching his class and he felt his hands were tied in teaching from a Christian worldview.

#3 Another professor was employed immediately to teach beginning the next class period. There was no disruption as the grades and attendance were retained from Professor Derengowski.

#4 There have been no requests to the VPAA office by students or Professor Derengowski for a meeting. The chair has met with students who have requested meetings to share their concerns and those meetings have been documented.

5 My observation from the events thus far are that the two Muslim students who left the class several minutes early and who were outspoken in class were reacting to statements by the professor. The two Muslim students did meet with the chair to express their concerns. Proper classroom behavior was discussed to ensure students were aware of the proper way to handle issues in the classroom. The students appeared to be satisfied with the meeting which was documented. My observation is also that college policy was followed by the chair, the dean, the VPAA, as well as other administrators.

Barbara Coan, PhD
Vice-President of Academic Affairs
Tarrant County College Southeast Campus
2100 Southeast Parkway
Arlington, Texas 76018-3144
817-515-3010
barbara.coan@tccd.edu

-----Original Message-----

From: WELLS, DAVID
Sent: Wednesday, November 23, 2011 9:07 AM
To: CORONADO, RICARDO
Cc: FOX, RUSTY SE Campus SDES; COAN, BARBARA; LANIER, BILL; ROBINSON, ANGELA; WILLIAMS, SHAUN
Subject: Re: Student Complaint/Grievance Form

Thank you Ricardo. I am out of the office today, but you have my assurance that the staff at SE will provide full cooperation in this matter. Thanks.

Sent from my iPhone

On Nov 23, 2011, at 2:35 AM, "CORONADO, RICARDO" <RICARDO.CORONADO@tccd.edu> wrote:

> Mr. Fox, first, thank you for your analysis of the student grievances and related issues. After review of the adjunct faculty member's classroom conduct, his web site, and potential allegations of religious harassment or violation of Constitutional rights in the World Religion class, and the nature of the student complaints both to you and me, most of the applicable policies, FDE LOCAL and DOA LOCAL, fall under the Title IX Coordinator's area of responsibility. Therefore, our Office will assume responsibility for this case from this point forward. As the Title IX Coordinator, I am asking Mr. Bill Lanier to immediately begin his review of the case and work toward a resolution to the complaints. I ask for your assistance in this matter as well.

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> The goal will be to resolve student complaints in accordance to TCC Policy and minimize any further disruptions to the learning process for the students enrolled in the class. I have several emails related to this case but I am unsure if I have all of the documentation related to this case. Thus, I am requesting that you and Dr. Coan please provide all documents in hard copy related to this case and deliver them to Mr. Lanier's office as soon as possible. I will consult with you, Dr. Wells, Dr. Coan, Mrs. Robinson, and Chief Williams before we take further action. I appreciate your efforts and cooperation and look forward to working with you to resolve this case. Thanks, Ricardo

>
>
>

> From: FOX, RUSTY SE Campus SDES
> Sent: Tuesday, November 22, 2011 5:35 PM
> To: COAN, BARBARA; WELLS, DAVID; CORONADO, RICARDO; LANIER, BILL
> Subject: FW: Student Complaint/Grievance Form

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> It appears there are multiple complaints in this one grievance form.

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> 3. Complaint of aggressive arguments and threats against instructor and unsafe environment created for whole class (HR/VP/Police?)
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> 4. Complaint against Humanities Division for handling of issues surrounding Nov 8th (VP AA issue, working with HR)
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> 5. Request for investigation of the actions in class of Nov 8th, to include a request to interview students present (HR, President, working with HR)
>
> 6. Request for reinstatement of instructor (President, HR issue)

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> Dr. Coronado, I am aware that you have strongly recommended you have directed me to NOT take action on disciplinary matters, including any investigations, until I speak with you and your office. Therefore, please advise me how you would like this process to occur.

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> My sense is we need to:

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- > 1. Establish if there is any immediate threat, or danger to a student or the class:
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 - > a. Need statements and documentation from Police regarding any assessment of immediate threat or related history.
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 - > At this point, I have NO documentation of immediate threat. Additionally, I have the statements of Sgt. Jeffries saying there is no immediate threat. When asked if further action was warranted, he said no.
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 - > 2. Establish if there is any history or pattern of disruptive behavior from the two students accused
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 - > a. Need statements and documentation from Police and Academic Affairs regarding any reports of disruptive behavior related to this class
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 - > At this point, I have NO documentation of a pattern of disruptive behavior, neither from the instructor or administration/police.
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 - > I have requested a copy of any documentation which may not have been made available at this time.
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 - > 3. Establish if there has been a report made of disruptive behavior for issues surrounding Nov 8th.
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 - > a. Need copy of any report from instructor, or academic administrator
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 - > b. Need copy of any report from Police Department
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 - > c. Need copy of any statements taken from other students/witnesses in the classroom
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 - > d. Need copy of complaints from other students concerning any disruptions in class Nov 8th.
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 - > At this point, I have the complaints of three students, claiming [REDACTED] and [REDACTED] were disruptive.
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 - > Academic Affairs has also made me aware of the statements made by the instructor, accusing the students of being disruptive on Nov 8th.
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 - > My understanding is there is a complaint filed with the police concerning these two students (I have not received a copy of it yet).
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 - > I have NOT seen a police report at this time.
 - >
 - > I am unaware if anyone has interviewed other students/witnesses regarding this event and whether or not there was a disruption; or if that will occur.
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 - > 4. Before my office can proceed, I need to know 1) how HR would direct us to proceed 2) will someone be taking the statement of other students/witnesses to the events of Nov 8th (is that needed?) 3) Does Academic Affairs (in absence now of the instructor) consider this a disciplinary action, warranting action from my office. 4) How does HR want us to follow up on the complaint of threat, complaint of disruption; does this warrant a disciplinary action, and should we interview ANY students at this point, and if so, which ones?
 - >
 - >

> From: [REDACTED]
> Sent: Tuesday, November 22, 2011 3:12 PM

> To: FOX, RUSTY SE Campus SDES
> Subject: Re: Student Complaint/Grievance Form

>
> Mr. Fox --

>
> Attached is my scanned grievance form, along with my documentation, against [REDACTED], [REDACTED] and the leadership of the TCC Humanities department, specifically Sharon Wettengel, Josue Munoz and Barbara Coan.

>
> I am requesting:

>
> * Disciplinary action be taken against [REDACTED] for his class disruptions, culminating the night of November 8th with his aggressive arguments and threats against Professor Derengowski and the unsafe environment created as a result for the whole of the class.

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> * Disciplinary action against [REDACTED] should be taken for her disruptions during the class of November 8th, as well as for her inflammatory email against Professor Derengowski on November 15th.

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> * An investigation be conducted regarding the evening classes of PHIL 1304-41244, in which both [REDACTED] and [REDACTED] disrupted both Islamic classes (11/03 & 11/08), interrupted students, challenged and accused Professor Derengowski of religious bigotry and false education. These events seem to have culminated in Professor Derengowski's resignation under duress, and no one has been questioned or responded to except for [REDACTED] and [REDACTED]

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> This situation is discriminatory against the other students who did not complain about Professor Derengowski, and yet will not be heard by the leadership of the Humanities department.

>
> Thank you for your time, Mr. Fox, and I look forward to a response.

> [REDACTED]
> PHIL 1304-41244
> Tues/Thurs 7:00 - 8:20 p.m.

> [REDACTED]
>
>
>

> -----

> Original E-mail
> From: "FOX, RUSTY SE Campus SDES" <RUSTY.FOX@tccd.edu<mailto:RUSTY.FOX@tccd.edu>>
> Date: 11/21/2011 12:06 PM
> To: [REDACTED]
> [REDACTED]
> Subject: Student Complaint/Grievance Form

>
>
> [REDACTED]

>
> I've attached a copy of the Student Complaint/Grievance Form.
> This would be the document you would use to formally specify and describe your concern, and the outcome you are requesting.

>

> From: [REDACTED]
> Sent: Sunday, November 20, 2011 11:00 AM

CORONADO, RICARDO

From: COAN, BARBARA
Sent: Monday, December 12, 2011 11:40 AM
To: CORONADO, RICARDO; FOX, RUSTY SE Campus SDES
Cc: ROBINSON, ANGELA; MUNOZ, JOSUE
Subject: RE: Update of progress

Dr. Coronado,

In regards to impact on grades in Mr. Derengowski's class:

- 1) The majority of grades were already assigned (400 of the 600 points). These included two paper, two mock trials, and a mid-term.
- 2) The quiz grades were almost completed (100 points) with only a few remaining quizzes. 16 of the 20 quizzes were already graded.
- 3) The final grade is worth 100 points (16% of the grade) and will be given this week.
- 4) There was a final exam review last week to allow all students an opportunity to go over any area that needed more instruction.
- 5) Exam 1 given by Mr. Derengowski had very low grades (highest grade was 88) so Professor Austin is planning to allow a "curve" for Exam 1 to raise the grade of all student who took Exam 1.
- 6) Students are also given extra credit opportunities by Professor Austin. One entire class period allowed the viewing of a PBS documentary for one of the extra-credit opportunities.

Any impact will be positive.

In a related note, two of the students, [REDACTED] and [REDACTED], walked out on the class during the extra-credit opportunity because the film was dealing with the topic of Islam and they did not wish to view it. Documentation of their leaving the class will be sent to you when I receive an email from the chair. This demonstrates a lack of civility on their part to allow the learning process to continue without interruption.

Barbara Coan, PhD
Vice-President of Academic Affairs
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2100 Southeast Parkway
Arlington, Texas 76018-3144
817-515-3010
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-----Original Message-----

From: CORONADO, RICARDO
Sent: Sunday, December 11, 2011 10:19 PM
To: FOX, RUSTY SE Campus SDES; COAN, BARBARA
Cc: ROBINSON, ANGELA
Subject: RE: Update of progress

Rusty and Barbara, do you know if grades are being impacted as she suggest? I would like to think that grades should not be impacted because of the incident. Please let me know asap. Thanks, Ricardo

From: FOX, RUSTY SE Campus SDES
Sent: Saturday, December 10, 2011 7:28 PM

To: CORONADO, RICARDO
Subject: Re: Update of progress

sent from my iPhone

On Dec 10, 2011, at 12:26 PM, [REDACTED] > wrote:

Mr. Fox,

Thanks for the update, my biggest concern right now is the precious "TIME" were losing; next week is finals week already and Fall semester is almost over.

I'm disappointed, if I compared the timeline when these two particular Muslim students sent their dissatisfaction against prof. D the response they got was quick & fast, compared to the time line of my complaint which is taking forever & one sided don't you think?

Don't get me wrong I have lots of patience and understanding, but this is just so unfair & outrageous on my end I get that "I'm not part of the protected race (Muslims) of TCC".

And I'm worried for my final grade, I'm hoping to get an A for this class, but [REDACTED] and [REDACTED] mess up the curve for the entire class which is totally unjust and unforgivable.

I'm trying to keep my gpa high to be competitive enough to get in to Nursing program. If those two Muslim students don't care what grades they get for this class I care big time I'm a PTK member and part of TCC deans list. Screwing up my grade and my future is not fair!

I paid for this class with my personal money (without FAFSA help) and my family pay for Tarrant county taxes and as a student and tax payer of Tarrant county I want my tax money to be use in the right manner. I hope/expect an immediate action from TCC administration before this semester is over.

Sincerely,

[REDACTED]

Original E-mail

From: "FOX, RUSTY SE Campus SDES" <RUSTY.FOX@tccd.edu<mailto:RUSTY.FOX@tccd.edu>>

Date: 12/09/2011 11:16 AM

To: [REDACTED] >

Subject: Update of progress

[REDACTED]

The college wants to make you aware of the status of your complaint. We will respond as soon as practical, but at this time we are still attempting to interview key people involved. Thus, we do not anticipate completing a response to you until we have all of that information. Because this potentially concerns multiple issues and areas of responsibility, your patience and understanding of the complexity of this matter, is appreciated.

You were thorough in your written complaint, and my assumption is it includes all the details you wanted considered. Additionally, I believe we've spoken about the matter by phone. However, if you still feel the need to review your

complaint in person, simply call my administrative assistant at 817.515.3015, and she'll set us an appointment for early next week.

Rusty Fox

Vice-President for Student Development Services <image001.jpg> Tarrant County College Southeast Campus

2100 Southeast Parkway

Arlington, TX 76018

817.515.3015

817.515.3177 FAX

Rusty.Fox@tccd.edu<mailto:Rusty.Fox@tccd.edu>

LANIER, BILL

From: FOX, RUSTY SE Campus SDES
Sent: Tuesday, November 22, 2011 12:06 AM
To: CORONADO, RICARDO
Cc: WELLS, DAVID; LANIER, BILL
Subject: FW: Phil 1304

FYI. Info from Dr. Coan.

From: COAN, BARBARA
Sent: Monday, November 21, 2011 10:47 PM
To: FOX, RUSTY SE Campus SDES
Cc: WELLS, DAVID; MUNOZ, JOSUE; WETTENGEL, SHARON
Subject: RE: Phil 1304

Rusty,
The professor, Mr. Derengowski was asked at our meeting if he wanted to follow-up with disciplinary action regarding the two students. To my knowledge, he did not send anything to you regarding such action. Although he filed a police report, he said he only wanted to make them aware, but requested no action.
Sharon and Dean Munoz were guided by HR concerning their meeting with the two students. At this time, I do not think any action is needed. Should the current professor have similar problems, I am sure he will follow college policy.

From: FOX, RUSTY SE Campus SDES
Sent: Sunday, November 20, 2011 8:43 AM
To: COAN, BARBARA
Cc: WELLS, DAVID
Subject: Phil 1304

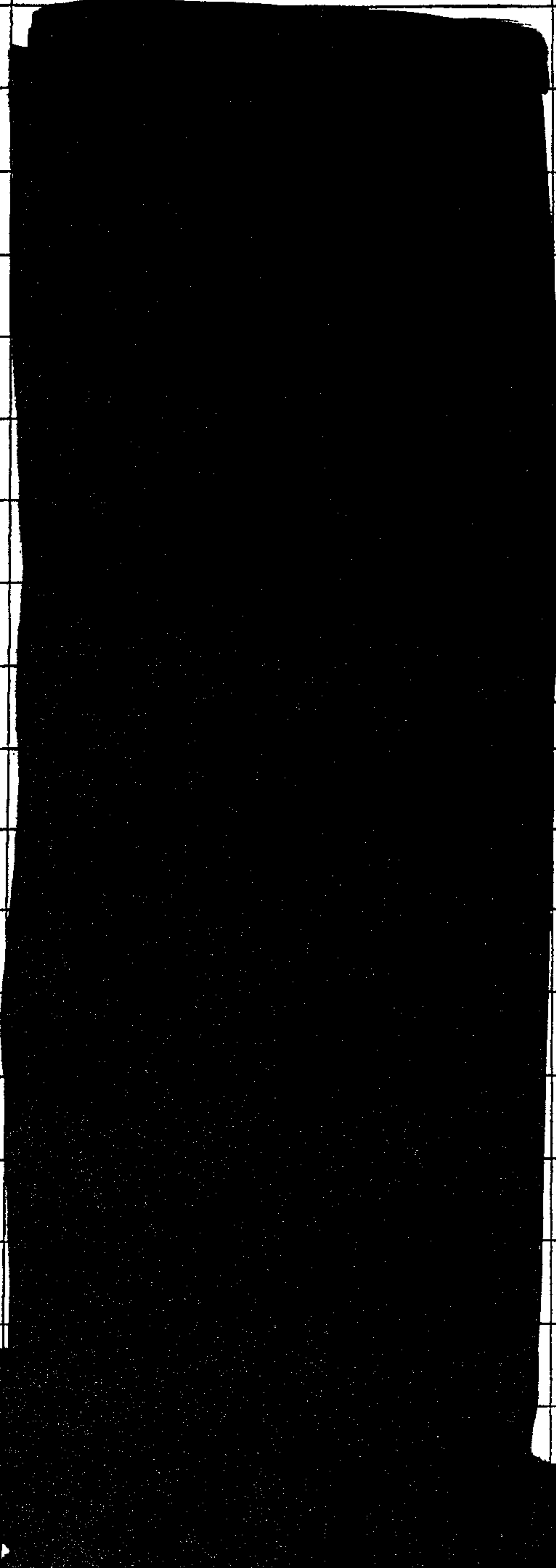

Barbara:

If you all determine that disciplinary action is warranted beyond the faculty/chair's response, please let me know. I'll need copies of the interviews you've had with the students who've complained, and those accused. When I spoke with you about this last week, you clarified that it was an academic matter at this point. Thanks. rf

11-15-11 7pm PHIL - Derengowski

24 students present Vice President
Teaching & Learning Services
Sign-In Sheet

roll taken by
J. Munoz

Date	Name	Student ID No.	Reason
11/15/11			
11/15/11			
11/15/11			
11/15/11			

LANIER, BILL

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> 4. Complaint against Humanities Division for handling of issues surrounding Nov 8th (VP AA issue, working with HR)

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- > Sent: Tuesday, November 22, 2011 3:12 PM

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> This situation is discriminatory against the other students who did not complain about Professor Derengowski, and yet will not be heard by the leadership of the Humanities department.

> Thank you for your time, Mr. Fox, and I look forward to a response.

> [REDACTED]
> PHIL 1304-41244
> Tues/Thurs 7:00 - 8:20 p.m.

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> From: "FOX, RUSTY SE Campus SDES" <RUSTY.FOX@tccd.edu<mailto:RUSTY.FOX@tccd.edu>>
> Date: 11/21/2011 12:06 PM
> To: "[REDACTED]" <[REDACTED]>
> [REDACTED] <[REDACTED]>
> Subject: Student Complaint/Grievance Form

> [REDACTED]
> I've attached a copy of the Student Complaint/Grievance Form.
> This would be the document you would use to formally specify and describe your concern, and the outcome you are requesting.

> -----
> From: [REDACTED]
> Sent: Sunday, November 20, 2011 11:00 AM

Date	Time	Item	Comments/Notes
11/08/11		Disruption in class	
11/10/11	4:22p	Paul Derengowski visits PD	Police Report 110859
11/14/11		Fox spoke with Sgt Jeffries about report filed by instructor	Sgt. Jeffries says no threat. Action did not warrant Police interaction. Specifically questions if further action was needed from Fox or Police. Answer was no.
11/14/11		Email from [redacted] and [redacted] to class	Advised of issues they had with class and professor's teachings
11/14/11	10:18p	Email from Sharon Wettengel	Advised of concern of student sending negative email about instructor; request to meet
11/15/11	11:31a	Phone call from Paul Derengowski to Rusty	Requested meeting time of 9:15a
11/15/11	8:45a	Email from Sharon Wettengel	Discussion of issues in Philosophy 1304 class
11/15/11	9:15a	Rusty visits with Sharon Wettengel	Requested Rusty contact Angela as Paul had contacted Angela by phone
11/15/11	4:46p	Phone call from Tammy Tennes	Received Student Complaint
11/15/11		Email from [redacted]	Itemized list of details thus far
11/15/11	11:03p	Email from Rusty to Angela	Advised of concerns in philosophy class and the fact that Paul was not teaching, discussion of student issues, etc.
11/16/11	3:03p	Email from [redacted] to Sharon Wettengel	Addressed issues she is having in philosophy class
11/16/11	11:10a	Email from [redacted] to Josue Munoz	Thank you for time (speaking with her); advised administration has failed her; considering not registering for spring
11/17/11	3:38p	Email from [redacted] to Sharon Wettengel	Submitted Student Complaint
11/17/11	11:18a	Email from [redacted] to Josue, Sharon and Barbara	
11/17/11	4:13p	Email from [redacted] to Sharon	Advised Sharon failed to address her concerns, advised she had been let down
11/17/11	4:07p	Email from Sharon to [redacted]	Thank you for concerns; advised class would resume Tuesday night
11/17/11	11:42a	Email from [redacted] to Sharon	Forwarded copy of email she sent to Dean Coats and Dean Munoz; advised she hadn't had reply from either
11/17/11	8:50a	Email from [redacted] to Barbara Coan	Forwarded email she sent to Dean Munoz; advised she had no response from him
11/18/11	9:07p	Email from Josue to Sharon and Lien	Advised if Paul hasn't sent regis. Ltr by Monday, to make contact
11/19/11	10:26p	Email from [redacted] to Rusty	Description of actions taken by [redacted] with relation to current matter
11/19/11	7:19a	Email from [redacted] to Sharon	Advised of further disgust with TCC admin when Sharon addressed class this past Thursday night
11/20/11	8:34a	Email from Rusty to Sharon, Josue, Barbara, David	Forwarded copy of email response he sent to [redacted]
11/20/11	8:22a	Email from Rusty to [redacted]	Acknowledged correct procedure for her complaint is as she has set out
11/20/11	8:22a	Email from [redacted] to Rusty	Inquired on how to file complaint
11/20/11	10:02a	Email from Sharon Wettengel to Rusty	Thank you and advised she is receiving similar emails of a similar nature to Rusty's email of 11/20/11 8:34a

11/20/11	10:51a	Email from [REDACTED] to Rusty	Advised Sharon was aware of complaints from class Thursday evening
11/20/11	10:30a	Email from Sharon to Barbara, Lien Hua, Anne, Josue	Advised Paul's letter of resignation was on website, included link
11/21/11	2:00p	Phone call from Angela Robinson	Advised that Student Complaint from [REDACTED] had been received
11/21/11	1:12p	Email from Rusty to Lt. Dietrich, Sharon, Josue Barbara, Angela and David	Acknowledged receipt of email and advised she would have a written response within 10 days
11/21/11	1:15p	Email from Rusty to [REDACTED]	Advised that Rusty is in receipt of complaint and that a decision/response would be forthcoming within 10 days
11/21/11	1:15p	Email from Rusty to [REDACTED]	Submitted Student Complaint
11/21/11	8:46a	Email from [REDACTED] to Rusty	Advised of what Rusty should share when speaking to [REDACTED] relative to students having safety concerns, etc.
11/21/11	9:34p	Email from Barbara to Rusty, Ric, David	Requested Sharon to reply to student advising she would forward matter on to Rusty
11/21/11	11:58a	Email from Josue to Sharon and Barbara	Forwarded email from Sharon regarding link to D's website
11/21/11	12:36p	Email from Josue to Ric, Bill, Barbara	Forwarded Student Complaint
11/21/11	12:06p	Email from Rusty to [REDACTED]	Advised that Derengowski's website includes resignation letter; expressed her concerns regarding FERPA; explained details of the recent meeting
11/21/11	10:45p	Email from Barbara to Ric, Rita, David, Rusty	Advised about what occurred at her meeting with Derengowski
11/21/11	10:48p	Email from Barbara to Rusty, David, Josue, Sharon	Ric requested to included in all emails
11/21/11	3:07p	Email from Ric to Josue, Bill, David, Rusty, Barbara	Forwarded scanned complaint with her requests for action
11/22/11	3:12p	Email from [REDACTED]	Advised of multiple complaints in one grievance form ([REDACTED]); outlined with comments
11/22/11	5:35p	Email from Rusty to Barbara, David, Ric and Bill	Submitted Student Complaint; request of action
11/22/11	3:07p	Email from [REDACTED] to Rusty	Advised that segment aired on Channel 4
11/22/11	9:20p	Email from Carolyn to Rusty	Thanked Rusty for analysis; reviewed website, classroom conduct, etc.
11/23/11	2:35a	Email from Ric to Rusty, Barbara, David, Bill, Angela Shaun Williams	determined this falls under Title IX; requested all documents relative to issue be forwarded
11/23/11	9:07a	Email from David Wells to Ric, Rusty, Barbara, Bill, Angela, Shaun	Thank you and assurance to Ric that SE will handle
11/23/11	7:39a	Email from Ric to Rusty, David, Barbara	Advised of two different interviews on Channel 11, understood from the interviews that Paul indicated he wanted his job back
11/23/11	7:43a	Email from Rusty to Ric, David, Barbara	Inquired what response our office should make, should we be contacted

11/23/11	7:44a	Email from Ric to Rusty, David, Barbara, Reginald Gates, Rita Parsons	Advised that requests for information should be forwarded to Rita Parsons
11/28/11		Phone call from Bill Lanier to Rusty	Advised Rusty on vacation
11/28/11	12:44p	Email from Carolyn to Rusty	Advised of Bill Lanier phone call
11/28/11	1:09p	Email from Rusty to Carolyn	Advised that Rusty spoke to Bill; reminder to phone students tomorrow
11/28/11	4:26p	Email from Ric to Barbara, David, Rusty, Angela and Shaun	Thanks to Barbara Coan for info and handling re: email of Barbara's 11/28/11 10:28a
11/28/11	10:28a	Email from Barbara to David, Ric, Rusty, Bill, Angela, Shaun	Documentation of actions taken thus far on current issue
11/28/11	4:53p	Email from Barbara to Rusty	Questioned about where student complaints should go
11/28/11	2:39p	Email from Josue to Rusty, Lt. Dietrich, Sharon, Barbara, Angela and David	Edited/responded to email from Rusty dtd 11/21/11 1:12p re: [REDACTED] complaint
11/28/11	4:16p	Email from Sharon to Rusty	Addressed Dr. Coan's 11/22 email re: students should contact Dr. Coronado if there are issues regarding concern for safety (commented on Rusty's email of 11/21/11 1:12p
11/28/11	3:58p	Email from Angela to Barbara, David, Ric, Rusty, Bill and Shaun	Inquired if the report that the course was canceled is incorrect
11/29/11	11:10a	Email from Rusty to Carolyn	Advised he left messages for all 3 students informing them that matter has been forwarded to District Office
11/29/11	11:36a	Email from Rusty to Bill and Ricardo	Advised of responses from students
11/29/11	1:30p	Email from Rusty to Ricardo and Bill	Advised of comment from [REDACTED]
11/29/11		Rusty spoke to [REDACTED]	
11/29/11	1:53p	Email from [REDACTED] to Rusty	Advised she isn't sure she can meet in person and Rusty can go ahead and forward her emails to district office.
11/29/11	11:36a	Email from Rusty to Bill and Ricardo	Advised of attempts and results of contacts with the three students
11/29/11	1:30p	Email from Rusty to Bill and Ricardo	Shared information from conversation with [REDACTED]
11/30/11	11:28a	Email from Rusty to [REDACTED] and Ric	Advised complaint was forwarded to Dr. Coronado and his office will have final say
11/30/11	8:18a	Email from [REDACTED] to Rusty	Requested info on timeline
11/30/11	1:10p	Email from [REDACTED] to Rusty	Thank you
12/01/11	8:40a	Phone call from [REDACTED]	
12/01/11	8:17a	Phone call from Ricardo Coronado	Addressed that there are now three complaints; hope to have a draft report early next week subject to all data needed
12/01/11	9:08a	Email from Ric to Angela, Rusty, Barbara and David	Discussion of Student Handbook information on complaint and appeal process; with details of what the status of each complaint was
12/01/11	11:16a	Email from Rusty to Ric, Angela, Barbara, David	
12/01/11	8:48a	Email from Carolyn to Rusty	Advised of [REDACTED] phone call; shared info as requested by Rusty; she did not feel the need to meet further with Rusty

12/06/11	9:57a	Email from Bill to Rusty	Request to keep request of the student in writing and friendly
12/06/11	11:00a	Phone call from [REDACTED]	Advised [REDACTED] matter is at district office, and recapped Rusty's interaction with [REDACTED] thus far
12/06/11	3:56p	Email from Rusty to [REDACTED] and Ric	Advised she had not received a response to her complaint filed 11/16/11
12/06/11	3:49p	Email from [REDACTED] to Rusty and Ric	Further clarification on her question re: 10 day time frame; adamant about complaint moving forward
12/6/011	4:05p	Email from [REDACTED] to Rusty	Advised Bill Rusty hasn't heard back from [REDACTED]
12/6/2011	6:15p	Email from Rusty to Bill	Advised puzzled as to grievance process and added information to her original complaint.
12/08/11	9:30a	Phone call from Bill Lanier	Forwarded comments regarding [REDACTED]'s puzzlement of administration is doing, and core of complaint
12/08/11	1:12p	Phone call from Bill Lanier	Suggest email [REDACTED] as to status
12/08/11	10:40a	Email from [REDACTED] to Rusty, David, Ric and Erma	Questioned content of conversation with [REDACTED]
12/08/11	11:40a	Email from Rusty to Ric, David, Erma, Barbara	Advised district does not plan to contact students until other information is gathered
12/08/11	6:49p	Email from Ric to Rusty and Bill	Forwarded draft of letter to [REDACTED]; requested input
12/08/11	6:32p	Email from Rusty to Ric and Bill	
12/08/11	6:37p	Email from Ric to Rusty and Bill	Updated [REDACTED] on the progress of her complaint and invited [REDACTED] to make appointment if she needed to meet
12/08/11	4:52p	Email from Rusty to Bill and Ricardo	Supports professor and questions resignation and administration handling
12/09/11	9:30a	Phone call from Bill Lanier	Advised of status of complaint; will respond as soon as practical; inquired if she needs to meet
12/09/11	10:05a	Phone call from Bill Lanier	Supports professor and questions resignation and administration handling
12/09/11	11:16a	Email from Rusty to [REDACTED]	Documentation to be included in her complaint, as insufficient space on form for her; discussion about her interview for The Collegian
12/09/11	8:23p	Email from [REDACTED] to Rusty	Addressing her complaint issues; advised Rusty's working with campus admin
12/09/11	11:16a	Email from Rusty to [REDACTED]	Addressed conversation she had with Rusty
12/09/11	12:19p	Email from [REDACTED]	Advised of status of complaint; will respond as soon as practical; inquired if she needs to meet
12/09/11	12:05p	Email from [REDACTED]	Acknowledged update from Rusty and expressed concern over grade
12/09/11	11:36a	Email from Rusty to [REDACTED]	
12/09/11	11:16a	Email from [REDACTED] to Rusty and Ric	
12/09/11	11:13a	Email from Rusty to [REDACTED] and Ric	
12/10/11	7:28p	Email from [REDACTED] to Rusty	

12/10/11	12:27p	Email from [redacted] to Rusty	Advised Rusty of concern over grade and request for resolution by semester end
12/11/11	10:19p	Email from Ric to Rusty, Barbara and Angela	Inquired if grades are being impacted as [redacted] suggests in her email
12/11/11	10:09p	Email from Ric to Rusty, Barbara, Angela, William, David and Beverly	Acknowledged Rusty's email of 12/11/11 advising he's leaving town Wednesday night and asked Beverly to set up appointment
12/11/11	10:00p	Email from Rusty to Ric, Angela, William, Barbara and David	Advised he's leaving town; requested meeting time this week
12/11/11	8:13p	Email from Ric to Angela, William, Barbara, David and Rusty	Commented on information received in email from [redacted] to Rusty, Ric, David, Erma regarding complaint under investigation, syllabus questions, etc.
12/11/11	9:35p	Email from [redacted] to Rusty	Advised his wish to not have professor reinstated
12/11/11	8:20p	Email from Ric to Rusty, David, Erma, Angela and Barbara	Advised Rusty that he agrees; however classroom issues will need to be addressed
12/11/11	8:16p	Email from [redacted]	Inquired of professor's syllabus and why now an issue
12/11/11	4:13p	Email from Angela to Rusty	Acknowledging receipt of [redacted] email of 12/11/11 4:04p
12/11/11	4:04p	Email from Rusty to Angela	Advised of sending [redacted]'s email to Ric and David
12/11/11	9:29a	Email from Rusty to Angela and David	Forwarded [redacted]'s email dated 12/9/11 8:23p
12/11/11	2:06p	Email from Angela to Rusty	Advised email looks similar, different author
12/11/11	2:06p	Email from Angela to Ric, David, Rusty	??
12/11/11	9:29a	Email from Rusty to Ric, Angela, David	Forwarded [redacted] email dated 12/11/11 9:15a advising incident is shameful and appalling
12/11/11	9:15a	Email from [redacted] to Rusty	Advised incident is shameful and appalling
12/11/11	2:05p	Email from Angela to Ric, David, Rusty	FYI for Title IX investigation re: [redacted] email complaint/request
12/11/11	9:30a	Email from Rusty to Angela and David	Forwarded email from [redacted] dated 12/9/11 12:19p supporting professor
12/12/11	8:10a	Email from Bill to Rusty	Requested Rusty to phone him when he sees email
12/12/11	8:11a	Phone call from Bill Lanier to Rusty	Requested Rusty to return phone call