

Memo

Barbara Coan, PhD
Vice-President of Teaching & Learning
Tarrant County College Southeast Campus
817 515 3010

November 16, 2011

Regarding: Mr. Paul Derengowski

Mr. Paul Derengowski, a philosophy adjunct who teaches a World Religions course resigned from the position effective November 15, 2011.

Background Timeline

- November 15, 2011 Dean Munoz and Rusty Fox made me aware of a situation regarding the class of Mr. Paul Derengowski.
- I scheduled a meeting in my office at 5 p.m. November 15 with Mr. Derengowski, Dean Munoz, and the academic chair Sharon Wettengel.
- A discussion included a review of the syllabus, a review of the required reading for students, classroom management and student behavior.
- Issues
 - Two students were disruptive and walked out of class after an outburst
 - Questionable content on website created by Mr. Derengowski on syllabus as required reading by students
 - Content of course lectures raising concern

- Details

The syllabus directed students to read various articles from a website created by Mr. Derengowski that included evaluation of "cults" and the danger of allowing someone to become involved in the cult. The webpage on "Islam" included a graphic of the twin towers. Evaluation comments by Mr. Derengowski regarding several of the religions were opinionated and biased. He has written several blogs that were very biased against several of the religions.

Mr. Derengowski was asked if he could teach the class without bias against religions that were not categorized as "Christian" religions. His reply indicated that his purpose for teaching was to keep students from falling into "cults" such as Mormonism, Latter-Day Saints, Islam. One comment by Mr. Derengowski was "I had rather students get upset than to allow them to fall into a cult." He was asked again if he felt he was teaching the textbook content about the religions or if he was inserting his personal ideology and beliefs. His reply was "I am teaching the truth and I tell them right up front that I am a Christian."

I reminded Mr. Derengowski that it was very important, in fact, essential, that he be able to teach from a scholarly viewpoint about each religion. Comparing the similarities and differences should be taught in such a way in which students felt it was an academic course that allowed them to explore each religion's sacred values and history.

Mr. Derengowski was reminded that students should not be allowed to disrupt the learning environment, but that he has to create one that was safe and welcoming for all students.

Dean Munoz, Ms. Wettengel, and I met after Mr. Derengowski left the room and determined that he had created a hostile learning environment in which students did not feel safe to express their opinions and in fact, were targeted, as members of "cults". The course is "World Religions" and should be taught as an overview of the different religions from a scholarly perspective.

It was determined that the class should be canceled for Tuesday, November 15 and that HR could be contacted regarding removal of Mr. Derengowski from the class. We also wanted to meet with the two students who had been disruptive in the class to be sure they understood that their behavior was unacceptable.

Events that transpired in a subsequent meeting with Dean Munoz resulted in a decision by Mr. Derengowski to resign from the class. Dean Munoz's email below details what occurred later in the day.

Dr. Coan,

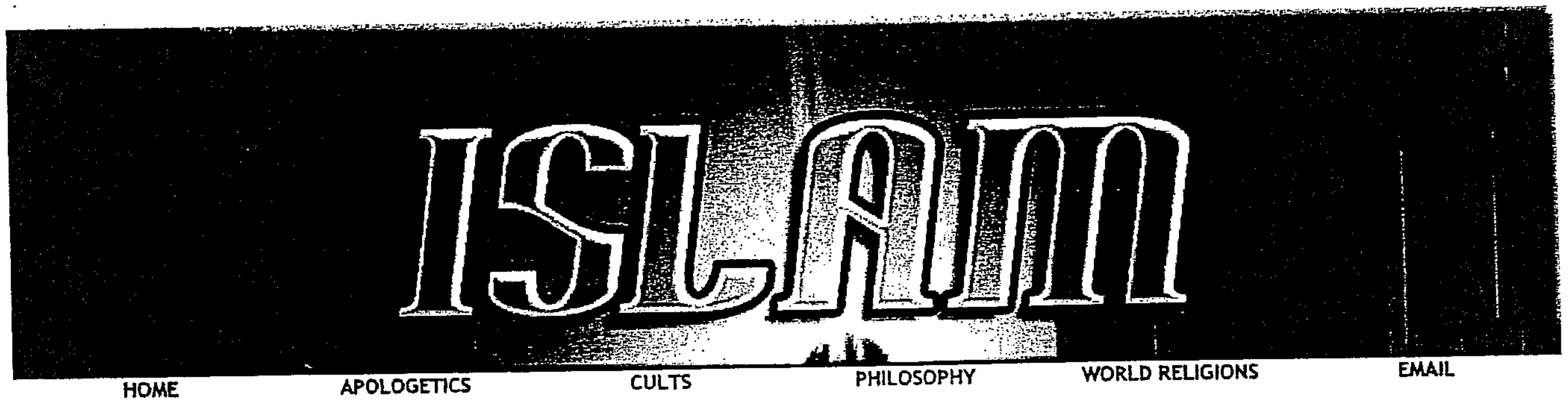
After our meeting yesterday afternoon (11/15/11) with Mr. Paul Derengowski, Sharon and I went to the adjunct center to find Mr. Derengowski and inform him that it would be best to cancel his philosophy class meeting for Tuesday night. We found him in the faculty breakroom "Rosie's Diner" and I told him that it would be best to cancel the class and that we would follow up with him and the two students on Wednesday. He then suggested that perhaps it would be better for him not to meet the class for the remainder of the semester and have a substitute finish the semester for him. I told him that we would take that suggestion into consideration. We left and walked to Sharon's office where Mr. Derengowski caught up with us and said that he had instead decided to resign from his position as adjunct instructor and gave Sharon his name badge and mailbox key. I told him that was fine and if he would please send something to us in writing via email indicating his intent to resign. He was also asked if he still wanted to meet with the two students to follow-up with the issues that had been presented and he said no that they were adults and that he had taught them what they needed to know.

I met the philosophy class at 7 pm in ESEE 1111 and informed the students that class was cancelled for the evening and that they should continue with any assignments they had and class would reconvene as scheduled on Thursday 11/17. 24 students were present and they all signed-in on the roll sheet (attached, original sent to Sharon). Both [REDACTED] and [REDACTED] were present and I gave them Sharon's business card and asked that they contact her on Wednesday 11/16/11.

Sharon is going to see if Mark Austin will be available to cover Mr. Derengowski's class for the remainder of the semester. Justin Grace will not be able to teach the class since he has a class at the same time, TTH 7 pm.

I will keep you updated.

Josué



Islamic Articles

"TELL THEM THE TRUTH..."
WHY I RESIGNED.

THE CULT OF ISLAM

DOES THE BIBLE PREDICT
MUHAMMAD'S REVELATION?

THE "RADICAL MUSLIM"

"ISLAM: EXPOSED"

NIDAL MALIK HASSAN

YES! JESUS REALLY IS GOD:
REBUTTING ISLAM'S FALSE
VIEW OF JESUS' DEITY

JESUS, THE SON OF GOD

Islamic Media

ISLAM INTERVIEW ON TALK
BACK WITH TROY
DERENGOWSKI

CHRISTIAN NEWS TODAY ON
THE MUSLIM BROTHERHOOD

THE FACE OF ISLAM IN
CONTROL

DALLAS BOMBER'S MESSAGE
TO 'BELOVED' BIN LADEN

TENNESSEE MOSQUE
"SUPPLANTING" THE
CONSTITUTION?

60 MINUTES ON "THE PEOPLE
BEHIND THE MOSQUE"

MSA/HAMAS & JEWISH
HOLOCAUST

DRAW MUHAMMAD DAY

COLONEL ALLEN WEST ON
ISLAM

PROTECTING ISLAM'S NAME?

TERROR OVER DETROIT

CAIR DOESN'T CARE FOR
PROFILING MUSLIM

ISLAM: WHAT THE WEST
NEEDS TO KNOW

ARAB FESTIVAL 2009:
SHARIA IN THE US

OBSESSION: RADICAL ISLAM'S
WAR AGAINST THE WEST

"Tell them the truth..."

After all, that's all I ever tried to do."

Why I Resigned from Tarrant County College

Paul Derengowski, ThM

Those are the last words I spoke to Josue Munoz and Sharon Wettengel the night I resigned my teaching position at Tarrant County College: "Tell them the truth...That's all I ever tried to do." They were words I never thought I would utter when I first took the post of teaching the Great World Religions, Bible History I & II, and Philosophy classes three and a half years ago at TCC. They were words that brought to a close, at least on my end, a week's worth of libelous accusations and a mini-tribunal that questioned everything from the content of my course on world religions to my motives for teaching in the first place. They were what I desired that TCC administrators would do for my students as I left the building for the last time. But, a bit more context is necessary to really understand why I made my final decision.

First, let me say how much I loved and appreciated teaching the classes afforded to me. Not only was I blessed to hone and shape my teaching style (which most appreciated, although one cannot please everyone), dig deeper into subjects that have always piqued my interest, but more importantly, I got to work with students with ambitions to make themselves better people. It always thrills my soul to hear from previous students who had gone on to the next level, perhaps to continue their education in a more prestigious school, to travel the world fulfilling their dreams, or simply made a little more on the paycheck because they excelled as employees. When the student succeeded, it made it worth all the late nights grading papers and planning for the next day's instruction. Nevertheless, despite all the years of preparation and satisfaction to help others "Achieve the Dream," things took a drastic left-hand turn November 8th when two Muslim students took exception to the documented response I gave them which was the result of a question regarding their beloved "prophet." It was the first step in a calculated personal attack intended to not only disrupt the flow of information, which other Muslim students in other schools across the country have engaged, but to hopefully silence another perceived "enemy" of Islam.

"You Need to Learn How to Study"

It is not uncommon teaching a world religions class to have points of disagreement. In fact, it is expected. The whole idea of religion itself is somewhat nebulous and I make that clear at the outset when discussing just what religion entails. But just because it is nebulous and people do not always agree does not mean that truth is nebulous or that at any time a student was censored in his quest to express what he thought it meant. Questions and comments were always encouraged, and by the end of the day most disagreements typically involved misunderstood communication and only needed a bit of clarification. All, or most parties, respected one another personally, and many friends were made, even though there could be still disagreements on matters of interpretation of history or doctrine.

The accusation that I needed to learn how study, or that my educational pedigree and background were bogus, or that even the personal credentials of those who had written published material from a Muslim perspective, stepped beyond the lines of rational discussion and an effort to reach mutual understanding. Yet, that is the course that [redacted] and [redacted], both admitted members of the Islamic religion, took during the November 8 class period as I attempted to explain the historically verifiable exploits of Islam's founder, Muhammad ibn Abdallah ibn Abd al-Muttalib (aka Muhammad), whereby he ordered the raid of

MUSLIM DEMOGRAPHICS

a caravan at Nakhlah which resulted in the death of at least one caravan member, the apprehension of two others, and seizure of "the booty." A major problem with the mission, which was ordered to provide financial sustenance to the Muslims who had defected from Mecca to Medina, is that Muhammad's followers acted on the last day before Ramadan ended, and that was a religious violation in both Arabia and Islam. Both [REDACTED] and [REDACTED] sarcastically questioned the credibility of the story during the previous lecture, with [REDACTED] even claiming she had never heard of such a thing, as well as the Quranic source where [REDACTED] justified the plunder, even though prior to the lectures on Islam, both were asked out of curiosity how well they thought most Muslims knew their history and doctrine. They both affirmed "Very well." So, I told both [REDACTED] and [REDACTED] that I would get them the sources, which I did, and read them both, verbatim, in class.

According to Dr. Muhammad Husein Haykal, which is a respected Muslim scholar in many circles, who speaks quite favorably of Muhammad, in his book *The Life of Muhammad*, and one of several Islamic scholars who have reported the same incident, using the same Quranic references as support,¹

'Abdullah ibn Jahsh arrived in Medinah together with the two Quraysh captives and the donkey caravan loaded completely with goods. He had already earmarked one-fifth of the booty to the Prophet. But when the Prophet saw them, he said: "I have not instructed you to fight during the holy months." He stopped the caravan in its place as well as the two captives 'Abdullah ibn Jahsh and his companions and, later on, they were further scolded and punished by their fellow Muslims for what they had done. The Quraysh seized the opportunity to spread the propaganda everywhere that Muhammad and his companions had violated the sanctity of the holy month by having killed, robbed and captured. The Muslims of Makkah answered that the event had taken place not in the holy months but during the following month of Sha'ban. The Jews immediately joined the chorus of Quraysh propaganda with the hope of engaging the Muslims in a war with the Quraysh over a case in which the Muslims were apparently in the wrong according to Arabian custom. It was then that God revealed the judgment:

It was at this point that I brought out my copy of the Qur'an and read the reference that Haykal, *et al*, referenced as the revelation that Muhammad supposedly received as justification for the receiving the booty, after all, from Nakhlah. My copy was published in Saudi Arabia under the auspices and supervision of "Under-Secretariat for Publications and Research Ministry of Islamic Affairs, Endowments, Da'wah, and Guidance." So, this was not a translation that many Muslims criticize when it comes to Quranic translations; that it was somehow skewed or inaccurate. In fact, aside from maybe Adullah Yusuf Ali's rendition of the Qur'an, this translation ranks high for its credibility. So, starting at Surah 2:216 I read, "*Jihad* (holy fighting in Allah's Cause) is ordained for you (Muslims) though you dislike it, and it may be that you dislike a thing which is good for you and that you like a thing which is bad for you. Allah knows but you do not know." Then Haykal quoted 2:217, which was read in its totality,

They ask you concerning fighting in the Sacred Months (i.e. 1st, 7th, 11th and 12th months of the Islamic calendar). Say, "Fighting therein is a great (transgression) but a greater (transgression) with Allah is to prevent mankind from following the way of Allah, to disbelieve in Him, to prevent access to *Al-Masjid Al-Haram* (at Makkah), and to drive out its inhabitants, and *Al-Fitnah* is worse than killing." And they will never cease fighting you until they turn you back from your religion (Islamic Monotheism) if they can. And whosoever of you turns back from his religion and dies as a disbeliever, then his deeds will be lost in this life and in the Hereafter, and they will be the dwellers of the Fire. They will abide therein forever.

After pointing out that Haykal was not the only Islamic source I possess which reveals the same information on Nakhlah and points to the exact same Quranic reference, one would have thought that I had just committed a mortal sin worthy of the death penalty. For both [REDACTED] and [REDACTED] became combative, accusatory, and irrational, even to the point of discrediting their own holy book. I needed to learn how to study or my Ph.D. pursuit is totally fallacious if I could not find a better source than Haykal, were their immediate accusations. A question from [REDACTED] asked why I was even focusing on this at all.

When I responded to [REDACTED] question about relevance, I reminded her that [REDACTED] was the one who raised the question in the previous class, and that I assured him that I would bring him the references. Her retort was to accuse me of only being critical of Islam; that I had not been that way of any of the other religions up to that point (which was a bald-faced lie). Not only had I been critical of Hinduism and Buddhism's ideas involving circularity in time, reincarnation, and the occult practice of yoga, but we critically analyzed the ideas of *sallekhana* in Jainism, what I call "free willyism" in Christianity (which included a critical discussion of even my pastor's practice of the invitation), and the Jews constant rebellion by having the oracles of God, yet failing repeatedly to obey them, resulting in their temporary separation from God as His "chosen people." So, for [REDACTED] to make such an accusation was so far out of line as to border on ulterior motive for even making it.

The remainder of the lecture amounted to nothing more than one big, constant interruption. If [REDACTED] or [REDACTED] were not interrupting me with questions and commentary that were either irrelevant or incoherent, they were interrupting others in the class who were trying to ask me questions. And then when I tried to answer the other student's questions, then it was more personal accusations. For instance, one student tried to asked me about the implementation of

Islamic Research

INVESTIGATIVE PROJECT ON
TERRORISM

JIHAD WATCH

MUSLIM BROTHERHOOD

ISLAMIC SOCIETY OF NORTH
AMERICAMUSLIM STUDENT
ASSOCIATION

ISLAM ONLINE

©2009 Christian Apologetics Project.
All Rights Reserved.

Shari'a Law, particularly in reference to an article from *Reliance of the Traveler*, which dealt with dhimmitude. Before the student could finish asking her question and where and why such a law would be applicable, [REDACTED] loudly interrupted her in mid-sentence, to which she snapped at him, "Would you please stop interrupting me while I'm trying to ask the professor a question?" He backed down momentarily, only to continue his bellicose diatribe later. The bottom line is that neither [REDACTED] nor [REDACTED], were going to listen, regardless of the answer and the source of justification for it. In 20/20 hindsight the whole evening seemed orchestrated for disruption, much like Muslims have done elsewhere to thwart the telling of the truth about their oppressive religion.

A Concern for Safety

At about 8:15 p.m. that evening [REDACTED] lost total control, jumped up, shouted what others thought was a physical threat to my being after one student gave a second statement of what she thought about Islam, explaining the scariness of Muhammad's behavior. [REDACTED] blurted out "you should be scared." His emotional outburst, once again, had to do with a question about the his personality change when he arrived at Medina. [REDACTED] accused me of not citing authentic material, even though I was quoting directly from the Qur'an as I held it up before the class.

Later, another question involved whether I thought that because the Qur'an contained allusions to the Creation story, as well as others, like that found in the Bible, that that would give it a sense of credibility. When I pointed out that Muhammad admitted that there was nothing new with him, and others point out that much of his information was culled from Jews and Christians in the areas where he lived (Mecca and Medina), as well as that the Qur'an's version of those stories were as some have noted, perverse, [REDACTED] angrily responded, "That's not even taught in the book!" and he was gone.

My immediate thoughts were, just because it is not mentioned in the book, does that somehow make my response invalid? There are all kinds of things not mentioned in the book which are a part of history and doctrine of the faiths we have discussed. Does that mean we should not reveal or discuss them, even though they are matters of fact? Later on, my questions would come up in another context which would lead to my decision to resign.

My other thought was, Is this guy about to do something stupid? It was such a shock that after class was over I made my way to the Campus Police office and filed a report. Although Dr. Barbara Coan was somewhat critical of why I did such a thing, given that I did not express precisely what I was asking for in the report, such shortsightedness on her part failed to take into account that I sat in Sargent Jeffries office for the better part of 30 minutes explaining to him what had just occurred that evening, which led to my writing of the report itself. Then after that exercise, I had another discussion with another officer. So, while the report itself may not have contained an encyclopedically detailed explanation of the price of tea in China, between what was in the report and the discussions I had with two campus security officials, we all knew exactly why I was there, what my concerns were, and why it was necessary to put them on notice. A Muslim student became belligerent and threatened the safety of everyone.

After class one student informed me that [REDACTED] had secretly recorded the lecture (as loosely as that term fits given the events of that evening), which I had made clear at the start of the semester was off-limits. No one was to use any kind of electronic device in class, including laptop computers, because I have learned through experience that they are a distraction. Moreover, the Tarrant County College Student Handbook makes it clear on page 41, "All electronic devices should be turned off during class unless prior approval is received from the instructor." [REDACTED] never sought that approval, but knew from the start my policy regarding his recording device, and chose to circumvent authority once again, as per the rationale he was overheard stating, to take it to the dean, most likely for the express purpose of defaming me.

Interestingly enough, he did manage to admit to both Dean Josue Munoz and Ms. Sharon Wettengel that he did record the lecture, but no one ever said anything about whether it was unethical, immoral, or simply a violation of the student code. No one ever said whether or not they even listened to it, probably because [REDACTED] knew there was nothing juicy to incriminate me with. To add insult to injury, [REDACTED] had the audacity to lie to both Mr. Munoz and Ms. Wettengel, by confusing a conversation we had had several weeks before this whole incident took place with one he should have had, had he had a problem with the lecture. He made it sound as if we had talked about his outburst, which we never did, and he now felt justified in going over my head with whatever specious complaint he had—recording in hand.

Also prior to the end of class, [REDACTED] decided she did not want to participate any longer, so she gathered up her personal belongings and abruptly left the class as well. For at least a few minutes the remainder of the students and I had a peaceful discussion on the Five Pillars of Islam; no one was cutting each other off, probably in part because we were all somewhat shocked over what had just taken place during the previous hour. When class was concluded, those wanting to leave did so. For six or seven other students, including the student who informed me of [REDACTED] recording effort, they remained behind to discuss their concerns and impressions over the antics of [REDACTED] and [REDACTED], which I tried the best I could to rationalize. None of us could figure out the hostility, especially given that my statements were fully documented by Islamic sources, including the Qur'an, other than maybe [REDACTED] was going to do something even more stupid, which is why I filed the police report afterwards.

Clearly the class period was one of the most bazaar displays of student conduct that I have encountered since the days of substituting at a Middle School years ago. At that time the inanity was based purely on immaturity; this time I'm not so sure it wasn't by design. The shock, though, of that evening was only the tremor of even more unethical, illegal, and bazaar behavior to come.

Mr. Postman: Is There a Letter in Your Bag for Me?

There were no flair-ups between Tuesday, November 8 and Thursday, November 10, even though I did contact Sharon Wettengel about [REDACTED] and [REDACTED] behavior, and my having to file a police report the night before. November 10 was the night of the student's second mock trial, and everyone participated, played their roles, and we all had a great time learning about Warren Jeffs and the FLDS.

I passed along the information to Sharon that the student gave to me about [REDACTED] illicit recording, and told her that [REDACTED] was apparently up to something given his unethical behavior. She would later call me back to inform me that [REDACTED] had spoken to her about the previous evening, as well as his recording, but for some reason misled her into believing that he and I had discussed any misgivings. Sharon and I had agreed that before he decided to go over my head to discuss his complaint that it would at least be best for him to talk to me first, personally, and then proceed if there was not any possibility of resolve. He told her that he had spoken to me, which was a complete lie, which is why he was now speaking to her. To this day I have not spoken to [REDACTED] about anything, even though he assured Sharon that he would be contacting me to set up a time and date to iron out whatever his concerns were. That never happened.

The following morning, Friday, November 11, I received an email from [REDACTED] asking me about a quiz grade that I had assessed her for leaving class early the previous night. Earlier in the semester I had explicitly told everyone that if they chose to leave before the class was officially concluded, and that if they did not have a prior agreement that they could leave, then they would receive not only a zero for whatever work was turned in that evening, they would be counted as absent. [REDACTED] apparently still upset from Tuesday evening's "discussion," asked, "Is there a good reason why you gave me a 0 on my quiz in which I fairly made 6/6 on it? If it is about me leaving class, it was 8:20 when I left the room." In response I wrote, "You actually left before 8:20, it was 8:18 by the clock on the wall, while I was still lecturing on the Five Pillars. So, you are correct in your conclusion as to why you received the zero, as per a statement I made about six weeks ago to the whole class over leaving early. Thanks for asking, though. Have a good weekend." About an hour and twenty minutes later [REDACTED] threatens, "That's fine, I will speak to Mrs. Sharon Wettengel about it. You have a good weekend too!" I immediately contacted Sharon, again, to let her know about [REDACTED]'s threat, which I never heard about again, most likely because [REDACTED] knew she was in error, and she had other plans, which were much more devious in mind. Later she would confess that she did leave early in her libelous letter.

On Monday morning, November 14, an email was forwarded to me by one of my students that I did not respond to until 2:18 p.m. Who was the original emailer? Why, it was none other than [REDACTED]. [REDACTED], apparently feeling the only way she could deal with the inequities of her own religion, as well as her unethical behavior, spent the weekend culling together what she thought was decisive information which she concluded meant that I was a hateful, biased, religiously intolerant, slanderous, ill-speaking, intellectually dishonest, unrighteous, discriminating, violating individual, who she was not going to listen to any longer. And who were the recipients of her personally insulting diatribe? Why, none other than all the students in the class, including two who had never attended the class at all. Was I sent a copy? Why, of course not. Why? Because this had nothing do with TCC, the facts about Islam, the lecture itself, or the resolving of any issue according to the Student Handbook or just plain common decency. This had to do with a personal vendetta to exact revenge regardless of how dubious the plan was concocted. It is tantamount to what has sometimes been seen elsewhere in the news, when some juvenile girl, who does not like a teacher or perhaps even her father, exacts revenge on him by accusing him of sexually molesting her. He is immediately taken into custody and convicted at least in the minds of those willing to listen to her, even before there is a trial. She then sheepishly walks away with a smirk on her face thinking, "I got him." One could almost see the smirk on [REDACTED]'s face just before pressing the Enter button on her keyboard to send out her malicious email.

After thanking the student who sent me the email I wrote to her stating that, [REDACTED] and [REDACTED] both decided to do a little character assassination, which is consistent with what I've had to deal with in the past." Here I was referring to the libelous antics of the Muslim Student Association, which is a group affiliated with fun-loving terrorist groups like Hamas and the Muslim Brotherhood, on the TCC campus a couple of years ago. After crashing their proselytization event that it attempted to mask as "Islam Exposed," one malicious comment after another could be viewed about me online or via email sent between those who just did not like to be really exposed for the deception they were perpetrating. I continued, "I [REDACTED] wants to poison the well, that's fine. I'll stand by what I've written and my sentiments in the context in which they were written, because Islamic history, doctrine, and behavior like hers, provide the precedent. See you in class tomorrow." Unfortunately, tomorrow never came.

Immediately I got on the phone, again, and called Sharon Wettengel, the department chair in the Humanities division at the Southeast Campus, explaining to her what [REDACTED] had done. At

that time Sharon was definitely supportive of me, but as time wore on, it was clear I was being singled out; I was going to be left to fight this on my own. But once the law is subverted, and those in charge refuse to fulfill their duty to uphold the very rules and regulations that they have created to keep civility and order, then just what chance did I really have of defending anything, let alone myself? As a fellow educator, who does not work at TCC, mentioned to me, if the administration had done their job at the outset, both [REDACTED] and [REDACTED] would have been immediately suspended from school, with the only option of returning through a strict reapplication process, with limited opportunity for approval. Instead, the administration became complicit in [REDACTED] and [REDACTED] terroristic actions. Various and sundry reasons were either stated or implied for their complicity. I was the problem because I was not "neutral" enough. My Christian worldview was the problem, because it made students feel threatened. My motives were impure, because it is not the role of an educator to warn anybody about the pitfalls and dangers of cult recruitment. Forget what [REDACTED] and [REDACTED] did, which clearly violated the student code of conduct. The professor is the problem; let's get rid of him.

The content of [REDACTED]'s smear campaign actually reveals more about her character, or lack thereof, than anything it said about me. Below is the full text of what she wrote, in italics, along with a few questions and comments that I would have liked to have asked or made, if she would have followed proper protocol in dealing with her unreasonable and cowardly outrage. But, once again, she was not interested in the truth or facts, as she eventually makes clear below, but only in taking out someone she felt was a threat.

"Good morning classmates..." Good morning? Really? Do you, [REDACTED], honestly think what you were doing was "good," and that by sending out this piece of perversity was going better everyone's morning, much less afternoon or evening? What exactly is "good" about ruining the reputation of another person by maliciously lying about them? Or was this your warped way of trying to draw a parallel between the lecture on Muhammad's activities, where the actual accounts were pointed out to you, and what I've allegedly done, and incredible sources you supplied are your only hope of vindication? Do you even know who it is that you've aligned yourself with to try and demean me? And you call your peers "classmates," but did you ever stop to think that, except for maybe [REDACTED], what you were about to do was like sticking your soiled underwear in their faces and then falsely assuming that they would like it? Did it ever cross your mind that except for you and [REDACTED] that your classmates actually respected me, as their professor, and that they could trust me to deal fairly with their concerns, no matter what they were, if they would only approach me like a human being, and not like an uncivilized animal under the instruction of a seventh-century warlord? Or were you simply being cunning and disingenuous as you stabbed them in the heart, not caring about their feelings, since only your feelings counted, given that you assume that the world revolves around you?

"I am Emailing you all some information that you might find interesting, relating to our World of Religions teacher." Actually, [REDACTED], you were sending disinformation for the express purpose of defamation, and you were hoping that your "classmates" would be shocked, enraged, and sympathetic with your selfish and perverse little cause. For the disinformation was not relative to me, but a caricature of me. And you, amid your blind hatred of your own religion, decided that someone needed to pay the price for your self-deception and distorted ego. And instead of channeling that vehemence toward the proper source, which is Islam, you decided to take out your malicious wrath on me.

"After the other day in class, I couldn't help but feel that he was teaching my religion of Islam in such a hatred and bias way..." So, your feelings, [REDACTED], are what guided your decision to act irrationally? Perhaps if you would have put aside the very thing I've discussed before, which is a major obstacle when making rational decisions dealing with religion, you would not have slipped into the egregious errors you have made. For the documented evidence was quoted to you verbatim. It had nothing to do with feelings, but the cold hard facts, from the Muslim perspective. Muhammad did exactly as I spoke; you were given the data, but chose ignorance over being informed, and are now seeking vindication. Well, I pity you, because if you continue on with such behavior in other walks of life, you will not only live to totally regret life, but others will eventually regret that you ever lived. You'll be despised, because of your wantonness to despise others for all the wrong reasons.

"And to my findings, he was..." Really? That's all of the sudden a revelation to you? Were you not paying attention on day one, when I openly professed my "bias," or what I call my Christian worldview? Were you also not paying attention on day one when I expressed the fact that everyone has a worldview, and that regardless of who taught the class, a bias (i.e. worldview) would be an inherent part of the instruction, and that it would be up to you to take the information and make of it what you will? Yet, only now you've come to some startling revelation that I was biased through your findings, which really only amounted to what I told you in the first place, even though most of your "findings" are really nothing more than mean-spirited innuendo?

"This man has been teaching our class in his point of view, in the way that he thinks it should be..." Again, another profound conclusion, given what was just written above, and what was conveyed on the opening day. Assuming that what you are saying here is a complaint, who would have been more qualified to teach the class, [REDACTED]? Yourself, who knows basically nothing about any of the religions, including her own? Or myself, who has spent 30 years studying religious ideology, and has earned as few advanced degrees along the way, all of them coming with some kind of academic honor, including my current project of writing a Ph.D. dissertation on religion? Why, given your acute insight, it would be you, would it not? Now, just how many of your "classmates," much less anyone else with an ounce of common sense, would agree with your insight?

"He is not being informative about religions, but rather creating a religious intolerance." So, when I stood there in class on November 8th, answering your and [REDACTED] question from the previous session, reading verbatim from the Qur'an, I was not being informative? Perhaps if you weren't so busy creating an atmosphere of "religious intolerance" toward the information coming from your own book, you could have discovered much useful information about Islam that should have caused you to stop and think about just what it is that you're trying to defend. Perhaps you also would not have been so caught up in politically correct nonsense, whereby you chose do whatever it took to cause a commotion, just to stop the flow of objectively verifiable information that you frequently confuse with "religious intolerance."

"This is a philosophy class, he is supposed to be opening our minds and getting us to understand why other people believe certain things..." If this comment was not so incredulous, it would almost be laughable. First you lampoon me for being biased, but now you complain that I was not doing my job of opening your mind and getting you to understand why people believe certain things. Which way do you want it, [REDACTED]? Do you want non-bias, which is impossible, or do you want me to open your mind and in import understanding, which would necessitate critically evaluating various worldviews in contrast to my own, and then letting you decide which has the better argument? Frankly, if your criticism is going to have any merit at all, you would choose the latter. But, given your already made-up mind, which is imbued with an apparent overload of logical contradictions and irrational conundrums, you are not open to anything, including objective information about your own religion. So, why hypocritically or contradictorily criticize at all?

"I'm sure some of you have felt that he does slander other religions' beliefs and speaks ill of some as well." There's nothing like the ol' divide and conquer method, especially when one doesn't have a leg to stand on, right [REDACTED] Besides, is slander, libel, and lying determined by feeling or facts? Because many people "feel" that they have been slandered or libeled, yet when the objective facts are revealed, those "feelings" were more about preference that were either in or out of touch with the facts. The same applies to those assuming to know the truth. If it "feels" good to them, then it must be true, right [REDACTED] It is only after the facts are introduced, which are interpreted according a consistent worldview, that the truth either prevails or fails and slander, libel, and lying are identified. And I cannot remember making a statement in class that I could not back up with the cold, hard facts. So, unless you can point to something specific where I have erred, then who is the one that is committing acts of libel or slander by accusing me of something that cannot be proved by the facts?

"I knew me and [REDACTED] were not crazy speaking up against how he was teaching." No, you were not crazy; you were irrational, if not bordering on insane, and your subsequent behavior proved it. Why? Because there's a big difference between speaking up and merely making a loud noise, and speaking up and making logical, coherent sense. Moreover, there is a big difference between attacking the argument versus attacking the person. The former requires careful reasoning skill coupled with a careful assessment of the objective data; the latter simply requires an empty argument coupled with enough mean-spirited foolishness to share it. And given all the nonsense you've gathered, and were foolish enough to spew, just what would cause a sensibly thinking person to concur with your mean-spirited foolishness?

"It wasn't the information and facts we were debating against so much, he was teaching it all wrong, and taking so many things out of context, focusing on the ugly things instead of teaching the actual religion itself..." And here we finally arrive at the crux of your argument and actions. Let me see if I understand this stellar bit of convoluted reasoning. Your tirade was not about the information and facts, which implies that your real motive for raising the ruckus had nothing to do with the truth. Therefore you turn around and assert that something was taken out of context, even though I was teaching the facts, which one cannot be doing both at the same time. Moreover, you don't state exactly just what was taken out of context; you merely assert it. Then you claim I was only focusing on the "ugly things," which is another admission that I was telling the truth, but you just didn't like it. But then you fail to note that it was you and [REDACTED] who raised the

question in the first place. I merely provided the documented source of information, from Islamic sources, including the Qur'an, to substantiate what I said all along: that the Muhammad of Islam was not a nice guy when he reached Medina, and his words and actions proved it, just like yours do right now. Then you go on to complain that I should have taught the actual religion itself, which once again defies the source of information stemming from Islamic sources, as well as contradicts your own commentary that I was teaching the facts. [REDACTED], if the Qur'an does not teach the actuality of Islamic belief, yet Imams, Sheiks, and Mullahs the world around glorify the Qur'an as something special, then why are you a Muslim at all, if you're going to demean the Qur'an and call your leaders liars? Are you starting to see just how completely irrational and illogical this whole statement, if not email, really is?

"I will let you all read what our teacher has written about Islam and Mormonism, the two religions he continues to speak out against in our class." First of all, thanks for directing everyone to my website. Given the misleading propaganda on all the pro-Islamic and pro-Mormon sites that only want to tell part of the story and leave out all the "ugly" parts, I'm sure that those who actually do visit my site will find what I've written a breath of fresh air. At least that is what others have told me. Second, I don't recall ever "speaking out" against any particular religion in class. Rather, I simply pointed out from firsthand sources particular statements of belief that are either "ugly," irrational, or defy common sense, like justifying the murder and plunder of caravans on a supposed holy day to support one's mission of vengeance. I defer to Sura 2:216-217 once again in your own holy book as evidence. Nevertheless, given the absence of any specific reference to anything contrary to the truth that I've written about either Islam or Mormonism, then would it be safe to say that you either have not read any of the material, or if you have, that you cannot refute it? If so, how is this fallacious mode of argumentation any different than what you have exhibited either in class or behind my back in the form of this email? Moreover, why should anyone pay one ounce of attention to your plea to agree with you?

"I will not be attending this man's class again, and I will be showing the dean of our school." Whether you ever attend another class of mine, anywhere, at any time, or whether you show all the deans in every school on the face of the earth what you think you've discovered, is irrelevant. The bottom line is that you could not refute the evidence regarding your illustrious founder, Muhammad, and his diabolical justification for the murder and robbery of those that he hated. Why? Because it is right there in the Qur'an for all to see! In addition, no matter how hard you try and poison the well by attempting to gather disciples to follow your ill-conceived plan to smear me personally is equally irrelevant. Why? Because that still would not refute the evidence to support what I was teaching. So, engage in all the mindless and yes, bigoted, behavior that you so desire. Until to come to grips with the real world, eventually, "He who sows iniquity will reap vanity, and the rod of his fury will perish," will be your ignominious epitaph.

"This is not right at all, and a person shouldn't feel discriminated against or violated in such a way in a learning environment as me and [REDACTED] did that day." Wow. You want to preach on what you think is right after engaging in the illicit defamation of someone you don't like because they were telling the truth? And you're concerned about you being discriminated against, while engaging in the kind of irrational discrimination that you have, whereby you placed everyone from the administration, to your professor, to your peers in a position of having to somehow demonstrate compassion and sympathy for your otherwise vile and inconsistent behavior? Perhaps if you would have dealt with reality in a more coherent and respectable manner, by simply acknowledging what is actually in your own religious text, then everyone would have been spared this little episode that is reminiscent of the description that others had of Muhammad, namely that he was demonically possessed.

"By the way...He gave us both zero's on our quizzes we fairly earned 6/6 on that day in class, and an absence because we left a few minutes early..." Ah, yes, the mean, old professor actually followed up and implemented what he said he would do, should the student decide to break classroom protocol. That's always worthy of libeling the professor before the rest of the class, is it not, [REDACTED]? Or did you simply and conveniently forget that six weeks ago everyone was notified, in class, of what would happen should one do as you now confess to have done on November 8th? And what about the "I left at 8:20" story? Are you now admitting that you lied previously? It has been said that confession is good for the soul, but [REDACTED], it would seem that you've still got a long way to go in the confessional before your darkened soul will ever be able to relay the light of truth.

"We weren't going to sit there any longer and allow him to slander our beliefs the way he was that day..." Once again, vacuous accusations in light of the evidence is only indicative of someone who has conceded the argument, but also of one who is living in a delusional dream world. One cannot commit slander by teaching the facts. You admitted above that the facts were taught, but that you didn't like how they were taught. So, this whole issue is not about the truth or facts, but about

your subjective personal preference which sees that the ends justifies the means, regardless of who might get hurt along the way. Why not just admit to the narcissistic psychopathy that infects your whole being? For that would be closer to the reason why you could not sit in class any longer and listen to the truth from your own sources, than to try and place blame elsewhere for your degenerate disability.

"Enjoy:" Actually, I'm sure that anyone in their right mind was saddened. Saddened that someone would stoop so low to get her way, that she would engage in libel, defamation, and character assassination just to get her way, and then make a back-stabbing appeal to others to join her in her degenerate quest. Once again, ██████ "He who sows iniquity will reap vanity, and the rod of his fury will perish." Soon, you will reap what you've sown, and then we'll see just how much you "enjoy" it.

The rest of ██████ rambling included Internet links to various blog articles and sites, some of which were the product of my writing, some of which were dubious in nature and were produced by Mormon antagonists, who in the past took the same low road as ██████ did in her diatribe, to try and smear me publicly. The Mormon blogs are only worth dignifying in the sense that they, like ██████ fail to deal with anything of fact, even though they tried real hard to pick and choose comments out of context to make it look like I was everything but a human being. Subjective emotion drove them to ignore facts and arguments involving the truth about Mormonism, just like subjective emotion drove ██████ and ██████ to ignore the facts and arguments regarding the truth about Islam. As for my blog comments on Islam and Muslim profiling, those would come up later during the little inquisition I would face before Dr. Barbara Coan, Josue Munoz, and Sharon Wettengel. Therefore, I'll reserve comment until then to explain what I was getting at when I made them.

Once again, this malicious letter only reflected more about ██████ than anyone else. It is so full of logical fallacies and innuendo that one could use it as classroom material on what logically not to do in order to make one's case about anything. And only a fool, or someone with as fallacious a thinking apparatus sitting on one's shoulders, would be duped by it. Sadly, though, there are those in the TCC administration who were duped because they have bought into the "myth of neutrality" nonsense taught in academia.

The Little Inquisition or Jihad Mission Accomplished

From Friday to Monday very little transpired as far as movement to know what was to happen to ██████ and ██████. Clearly from both Sharon and I's perspective, they were in the wrong. She told me later on Friday that she would be contacting Mr. Rusty Fox, who is the Vice President of Student Development, since this was a disciplinary issue. Two students attacked a professor, verbally, complete with all the threats, and they needed his intervention to exact the proper disciplinary action. From the Student Handbook, page 41, "Upon the recommendation of a classroom, laboratory or clinical instructor, the Vice President of Student Development Services may administratively withdraw any student from a class because of the student's disruptive, disrespectful or insubordinate behavior."

On Monday I finally had the opportunity to speak with Rusty Fox on the phone. He was quite adamant that I was to talk with Dr. Barbara Coan about the matter, and if it could not be resolved, then he would take it from there. In other words, the buck was being passed, and a decision was already made to turn this into an academic issue rather than a disciplinary one. I, as the professor, was the problem, not the students perpetrating the offense. Later both Sharon Wettengel and I were miffed by the decision, as we sat in Dr. Coan's office waiting for the inquisition to begin. Because academics were only indirectly involved here, and when they became to focal point, rather than illicit behavior, it was not hard to discern just where this was going.

On Tuesday afternoon, November 15, about 2:00 p.m., I received a call from Dr. Coan's office. The secretary informed me that Dr. Coan wanted to see me immediately. She asked if I could be in her office at 3:00 p.m., which was an impossibility given the time it would take for me to get ready and make the drive. So, 5:00 p.m. was decided upon, because Dr. Coan had a function to attend later than evening. I arrived promptly, went upstairs to see Sharon for a few minutes, and then we both went to the meeting together.

At first Dr. Coan was cordial, but as the meeting progressed, it was clear that she was not fully onboard in my defense. In her hands she had copies of ██████ libelous diatribe, along with copies of pages from my website, the latter of which became the centerpiece of the discussion. She made a rather interesting confession that she agreed with much of what she had read from my site, but because of a few images and comments on the site, one could tell she was walking on eggshells as she addressed me. Why? Because just like ██████ and ██████, those images and comments conveyed stark realities that she did not want to address, and rather than conform her worldview (which she claimed to be Christian) to reality, she decided to side with the irrational and seek a way to blame me.

Dr. Coan's inquiry essentially boiled down to four main attacks. I classify them as attacks, because in the end, they really had nothing to do with why ██████ came unscrewed on November 8, nor why ██████ decided to engage in character assassination through her covert email. Therefore, Dr. Coan concluded (1) Your website is offensive. (2) Your method of

teaching is not neutral. (3) The syllabus is inappropriate. (4) What's your purpose? Oh yeah, and the students would briefly be brought up amid the preparation for lynching.

Your website is offensive.

My site, the Christian Apologetics Project, was started by myself in 2009. It's not flashy and does not have all the bells and whistles that some websites have. It was never intended to. It's an information site, not an entertainment site. I started it to publish my effort to deal with Christian belief in contrast to those who either make Christian claims, but yet are not Christian, or other beliefs that in the end are hostile toward biblical Christianity. Christian apologetics has been a part of my life almost from the time I became a Christian in 1981. I earned a Masters Degree in Apologetics, graduating with Highest Honors, from Biola University, and the site itself is simply the product of my heart's desire to serve God the best way I know how by defending the Christian faith. As I note on the site, CAPRO originally started as Apologetics Online in 2007, but a change in software also forced a change in name. Regardless, it is a "project" constantly evolving, which is "...devoted to a defense of the biblical Christian worldview." And for that, I make no apologies.

Dr. Coan, who claimed during the meeting to be a born-again Christian, took exception to a couple of links on my site, one which was visual, the other dealing with a statement. As pertaining to Islam, the site depicts on the right side of the header the Twin Towers, and if one looks really close, one can see the second plane about to strike the South Tower on that incredibly sad day known as 9/11. She asked whether I thought such an image might be intimidating to a Muslim student. I responded by telling her "It was a part of history." Muslims were responsible for the heinous act then, just like they are responsible now. She then panned through some of the articles in the menu to try and point out how it might be construed as unfair; there were no articles depicting Islam in a positive light. I responded by telling her that if she would simply go to the bottom of the introductory page on Islam, under "Islamic Research," she would find links to sites like the Muslim Brotherhood, the ISNA, MSA, and Islam Online. So far, so good, right? Wrong.

Staying with the subject of Islam, yet changing websites, to a blog I wrote on Townhall.com back in 2009, she brought up an article that [redacted] cited in her attempt to smear me. The article itself was titled, "The system worked...We want to fix that problem." It is an article that is critical of Homeland Security Secretary Janet Napolitano and her ineptitude on how to deal with terrorism, specifically as it related to a thwarted terrorist effort made by underwear bomber, and Muslim exponent, Umar Farouk Abdulmutallab. He was the "religion of peace" follower who attempted to blow up a plane over Detroit back in December of 2009 in his jihadist war against the West. Because Napolitano—and a whole host of other misguided and spineless individuals who seem hell-bent on destroying America, rather than protecting her—was conflicted in explaining just how Abdulmuttallab managed to get on board the airliner, I listed three steps to "fix" the problem of Islamic terrorism. One, forbid the existence of Islamic terrorist front groups like CAIR to set up shop in the United States. Two, place all mosques under 24/7 surveillance. Three, profile Muslims, given that they are the main, and habitual, perpetrators of things like attempting to blow up planes over American cities. Dr. Coan read the third solution to me, which I stated,

Third, every Muslim should be profiled, and if caught breaking the law—even if it's spitting on the sidewalk—should be deported or executed, depending on the level of offense. If deported that Muslim should be given the strict order "Don't ever come back! You're no longer welcome here!" If executed, then the rest of the Muslim community can thank Allah for the infidel sending the criminal (not martyr) to his reward. At least the rest of humanity won't have to be concerned about him wreaking senseless havoc in this world anymore.

Her main question dealt with deporting the Muslim and telling them not to come back. I stand by the remedy. If the Muslim wishes to live in America, then abide by American law and allow Americans to live according to the dictates of their conscience, regardless of their religious persuasion. However, given the Islamic worldview, as driven by the anti-Semitic and caustic commands given in the Qur'an, along with examples relayed in the Hadith and Shari'a Law, the true-blue Muslim has no intention of abiding peacefully with his American or Western neighbor. Instead, he is to fight in the cause of Allah, and subject the infidel to pain, misery, and death, with the express promise that those who refuse to convert to Islam will suffer in hellfire (2.190, 193, 244; 3.151. 4.56, 76, 84, 89, 95; 5.35; 8.39, 65, 67; 9.5, 12, 29, 36, 38, 123; 22.39; 47.4; 60.1; 98.6). He is to conquer the world for Allah, by force if necessary, and failure to do so is to jeopardize his commitment as a Muslim, as well as possibly forfeit a blissful, if not lustful, time in the afterlife. There is no middle ground. Such ideology applies to both religion and politics, since in Islam there is no difference between the two. One either complies or dies. Exceptions come at a premium, and often those end in oppression and death as well. Just look at what is going on in Iran, Saudi Arabia, Egypt, and Nigeria. And the only way to quash such diabolic zeal is to act swiftly, justly, and finally with those true blue Muslims who seem more intent on circumventing U. S. Law, than abiding by it. It's the message and method that Napolitano and company just do not seem to get, but is quite effective, although not flawless, when it is employed. The tiny nation of Israel is a classic example of effectively profiling Muslims. Americans should do the same. Dr. Coan had no response.

You've got to be neutral.

Another criticism that Dr. Coan raised concerned my personal insights and opinions over whether I thought certain religions were in error, or simply cults. It was her opinion, however, and an erroneous one that I pointed out to her, that classes were to be taught neutrally; that the professor was not to have any position on any topic, especially a class like World Religions. The student could opine, but the professor should keep his opinions to himself. My objection came in the form of pointing out her that such a notion is otherwise known as the "myth of neutrality." The myth of neutrality basically asserts that facts, or at least perceived facts, about any given subject can be discussed or taught apart from a worldview which interprets them. What I tried to point out to her is that it takes a worldview to deal with the data in the first place, before the data can be taught as either true or false, or an opinion formulated. Otherwise, one is left with what someone once called "stupid things," which refers to "facts" without a point of reference. Of course, Dr. Coan objected, but as I told Sharon Wettengel later on, I could have made both Dr. Coan and Mr. Munoz look silly, but I remained composed, as I listened to Dr. Coan repeatedly contradict herself in her attempt to condemn my objective approach to pedagogy versus her neutrality (which really is nothing more than a sophisticated way of saying truth is relative, and is a contradictory assumption in itself).

Mr. Munoz attempted to illustrate the need for neutrality by giving a lame example of how some alleged student elsewhere came away from a course in politics or history, and never knew where the instructor stood on the subject. My thought, although I never expressed it, was if the instructor was truly presenting the facts, then how did he know they were facts if he consistently applied a relativistic worldview in preparation to teach them? Because in the world of relativism, nothing is black or white, nothing is right or wrong, nothing is good or evil, up or down, et cetera. And as soon as someone says otherwise—for example, by condemning the flying of two airliners into the Twin Towers of the World Trade Center—then that person immediately has made an absolute determination. But absolute as based on what objective criteria, if all is neutral? Moreover, just what worldview offers a point of reference that does not start with man being the measure of all things? Finally, Munoz's illustration was not about neutrality, but epistemology, or how one knows anything. In other words, the student in the illustration was not confounded by the professor's neutral position, but about a lack of information whereby the student would know where the professor stood. So, what Munoz and Coan were advocating was not the education of the student, but keeping the student in the dark concerning pertinent points of fact. Therefore, all I could do was sit there musing that this guy has not thought through his illustration very clearly. For if we applied what he said to the study of World Religions, then atrocities like 9/11, Jonestown, and the molestation of pre-teen girls by Warren Jeffs, would all have been justified under the guise of neutrality. And just how sickeningly irrational is that?

The syllabus is inappropriate.

A third criticism offered during The Little Inquisition dealt with the appropriateness of my syllabus. Three and a half years ago I received a call a week before class was to start, and was asked if I would be interested in teaching both the World Religions and Bible History I classes. After catching my breathe, given the absolute shortness of time to prepare material, I feverishly put together what is today's syllabus for both classes, and would later do the same for Introduction to Philosophy and Bible History II. It was tough on both myself and the students, as we trudged our way, week by week, trying to hurry along with not only reading the text, but creating quizzes and exams, projects and activities as well. Frankly, I'm amazed that as many students decided to stick with the classes in the manner that they did. Perhaps it was because a human being was teaching, and not a "neutral" robot reading the book to them, that kept them interested and moving along. Nevertheless, with a few tweaks along the way, the syllabus for the World Religions class has remained stable for that past couple of years, as I faithfully submitted it to Lien, the secretary and my good friend, in the Humanities main office. No question was ever raised concerning its validity.

That said, however, because I had linked reading assignments to my site, all of the sudden the latter part of the syllabus became invalid. The links could lead the students to possibly be offended by what they saw, even though as mentioned above, Dr. Coan stated that she agreed with much of what my site had to say, and none of the articles she was alluding to, namely the ones on Islam, were required reading. Only those dealing with Cults and Cultism, Mormonism, Jehovah's Witnesses, and Scientology were linked, mainly because the class textbook said little to nothing about those religions, yet they are prominent in the study of religion, if not "great" religion, in our contemporary setting. When I asked what could be taught in lieu of invalidating the remainder of the syllabus, Dr. Coan's response was to teach from the book. When I explained that we were done with the book when we finished the lecture on Islam—which [redacted] and [redacted] successfully short-circuited via their interruptions—there was no reply. For the past three and a half years I've been teaching on cults and cultism, with the past three showing a video produced by the History Channel, and now, all of the sudden, because two Muslim student's inappropriate behavior, the syllabus could not be taught, and that without a possible suggestion to fill the lacuna. My thought was, why even continue the course? Anyway, Dr. Coan proceeded to instruct Sharon on which subjects were to be nixed, which was all of them.

What's your purpose?

The final point which really stuck out as a source of personal criticism of my teaching effort dealt with motive, specifically as it related to a comment, once again, on my website. As part of the course we study only a handful of what someone once again has labeled "the unpaid bills of church," or the cults. Mormonism, Jehovah's Witnesses, Scientology, are the real focus, although both Islam and Atheism are listed on my site as cults as well. Those who know anything about the cults from a theological perspective, and are not afraid to use the "C" word to describe them, know exactly what I'm talking about. Nevertheless, the comment that raised Dr. Coan's criticism is the one found at the end of the introductory page on my site, capro.info, dealing with cultism.

It is the expressed desire of CAPRO to aid in preparing the reader to be wary of cult recruitment and indoctrination. For once a person has been hooked into joining a cult, it is almost impossible to retrieve that friend, family member, or co-worker from the cult. Therefore it is with God's blessing that you review the information placed here, for preventative intervention is going to be the best remedy to avoid becoming the victim of the cult.

"Do you believe it is your purpose in teaching here to keep students out of the cults," asked Dr. Coan. It was a question she asked three or four times, to which I responded, "My purpose is to teach the truth in the most objective way possible, in order that the student may make an informed decision." "But are you saying that you're trying to keep students out of cults like Islam?" Again, "My purpose is to teach the truth in the most objective way possible, in order that the student may make an informed decision." "But what if they join a cult," asked Josue Munoz. "Then that is their decision," I responded.

The whole five or six minutes of badgering me about why I would want to try and prevent the student from ending up in a cult seemed to border on the incredulous. It was like they would rather have the student get sucked into a cult, like Islam, than to think critically about the data and make an informed decision based on a sound worldview. Maybe that's why nothing was done during the MSA debacle under the guise of "Islam Exposed" in 2009, where two TCC students were proselytized into the cult. Perhaps the reality is that many TCC officials ultimately don't care about the spiritual welfare of the student, even though they put on a pretense of caring in their policy books, but find it more convenient to look the other way than actually address the deception when it occurs. Maybe if these same officials would have simply attended my class with the same "open mind" that they hypocritically wish others would adopt as their worldview, then the statement on my website would make more sense to them. But, then again, maybe they are involved in any one of a number of cults and the occult, and would rather remain disclosed, while hiding behind the pretense of all the neat postmodern buzzwords like "neutrality," "tolerance," and "diversity," so that it will be that much easier to pick off young and impressionable students who are unwary of their agendas. The Lord only knows for sure.

Oh yeah, the students.

As a sideshow, I managed to bring up the real reason we were supposed to be meeting, and that was [redacted] and [redacted]. When asked about [redacted] email, Dr. Coan said that it had been deemed legal, I assume by TCC counsel. Really? Why didn't TCC counsel, or whoever she was alluding to, contact me? After all, I had contacted Angela Robinson's office, which represents TCC for issues like this, but no one ever returned my message. When I asked Dr. Coan, "You mean defamation of character is now legal?" Her short response was that if I wanted to pursue that angle, then I would have to get my own lawyer. Interesting, I thought to myself, Is this a part of the neutrality fallacy that she had swallowed? I thought of a dozen scenarios that would illustrate the inanity of Dr. Coan's response, but I thought, why? Her mind was made-up before the door closed. This was about getting rid of me, not dealing with the real issue.

When [redacted] was brought up, Mr. Munoz at least asked me for the details leading up to all the chaos. But after explaining what happened, there was no outrage or concern. He didn't even grunt. Once again, it was a "we'll call them in tomorrow and talk with them, and we'll have you present to see if we can work things out." My thought was, no, we won't. My prescription was to get rid of them altogether. Suspend them with a failing grade, and place on their transcripts a detailed explanation why, so as to warn other academic institutions, just in case they decided to get in elsewhere and pull the same stunts in the name of Allah there. They attacked a college professor, maliciously, and placed two dozen other TCC student's lives in jeopardy that night. There was nothing left to talk about. Have some guts and do what's right for a change, instead of kowtowing to your mythological neutrality god and letting evil reign.

The Decision

I was summarily dismissed from the meeting. Apparently all three had a function to go to shortly thereafter, but wanted a few moments to commune with each other over what had just been discussed. The teacher's lounge is where I ended up. It was about 6:15 p.m. So, I sat there, by myself, doing my own bit of contemplation, wondering what in the world was going on. Where was this all going? Where could it go?

At about 6:30 Josue and Sharon showed up in the lounge. Josue informed me that they had decided to cancel that night's class, for whatever reason, I'm still not sure. Anyway, I responded by saying that by doing away with the remainder of the syllabus schedule, he really ought to consider cancelling the rest of the semester. His response was that if I felt that way about it, he could always find someone else to take the remaining class periods until the end of the semester. At that moment, I knew it was over.

They left to head back to their offices, probably to make final preparations to get ready for their function. I followed a few moments later, after standing in the hall thinking about the gut-wrenching decision I was about to make. Sharon was just unlocking her door and entering when I walked up. Josue took a couple of minutes to go to the restroom right across the hall. I had my badge and key in hand and extended it to give them to Sharon. She had a sad look on her face, almost conflicted, because she knew what I was doing before I said a word. She asked that I wait so that we could talk about it, but I replied that after what I heard downstairs, the talking had already been done. Josue then walked up, to which I immediately said, "I resign." Josue looked somewhat stunned, but with almost a twinkle in his eye he said, "Oh. Can we get that in writing?" I said, "Sure." Sharon then said if I wanted to address the students to explain what I was doing; I declined. It hurt badly enough anyway. So, I told her, "You do it. Just tell them the truth. They're adults. After all, that's all I ever tried to do." I turned around and walked. My life was over as a professor at TCC.

Final Comments

To [REDACTED] and [REDACTED], your actions betray your true characters. Not only did you act shamefully, despicably, recklessly, and carelessly, you provided the perfect illustration of what happens to those who really and truly follow Islamic principles. Lying, cheating, and stealing all for the sake of Allah. Surely you must be proud. My heart breaks for you.

To all the students I leave behind, thank for you allowing me to be your professor. Through adversity—which included that first exam and all those fun "gifts" I kept giving you—you have performed admirably. You are the reasons that made what I did not a job, but a blessing from God. May God bless each and every one of you in the days, months, and years ahead. And when you reach the end of the path of life, may you stand before Him and have Him say, "Well done, thou good and faithful servant."

To my immediate colleagues and co-workers I wish you all the best in your professional careers. Justin, thank you for hiring me. Thank you for the latitude to teach as a teacher should. Lien, my friend and person I adored the most, you're the best (even though you would never return my phone calls J). John and Mark, thanks for going out of your way to fill in for me when I needed to be gone. Bright, sharp, intelligent, TCC is fortunate to have you both. Sharon, thanks for the numerous conversations and confidence you placed in me. I'm sorry things turned out the way they did, and how you were put in the impossible spot that somewhat compromised our friendship.

To the TCC administration—Barbara Coan, Josue Munoz, and Rusty Fox—who mishandled this case terribly, what a disappointment you have been. You all were given the opportunity to serve God, but chose to serve mammon instead. And by choosing to protect your bellies, you jeopardized, and will continue to jeopardize, every other student and employee associated with TCC. In fact, the precedent you set by failing to act appropriately in quashing this terroristic act of jihad by these two Muslim students may cost someone his/her life someday. God forbid if that happens. Nevertheless, if it does, you won't have to look far to see the bloodletting, because it will already be on your hands. But, then again, maybe it will be your head they will want next, so it won't matter then, just like it doesn't matter to you now. You will have your reward and so will they.

Mr. Munoz, you wanted my resignation in writing, well here it is, to the best of my recollection. I resign. May you and those who placed me in the position to have to resign, enjoy the notoriety of having your name Googled and to have to explain your actions. Just remember, if and when you have to, "Tell them the truth...After all, that's all I ever tried to do."

References

- 1 A. Guillame, *The Life of Muhammad: A Translation of Ibn Ishaq's Sirat Rasul Allah* (Oxford: Oxford, reissued 1967), 287-88; Martin Lings, *Muhammad: His Life Based on the Earliest Sources* (Rochester, VT: Inner Traditions, 2006), 139-40; Muhammad b. Umar al-Waqidi, trans. by Rizwi Faizer, *The Life of Muhammad* (London: Routledge, 2011), 8-11; Maxime Rodinson, *Mohammed* (New York: Pantheon, 1971), 163; Ali Dashti, *23 Years: A Study of the Prophetic Career of Mohammad* (Costa Mesa: Mazda, 1994), 86-87; David S. Margoliouth, *Mohammed and the Rise of Islam* (New York: Cosimo, 1905), 244-46; Karen Armstrong, *Muhammad: A Biography of the Prophet* (London: Phoenix, 1991), 170-71.

Memo

Barbara Coan, PhD
Vice-President of Teaching & Learning
Tarrant County College Southeast Campus
817 515 3010

January 9, 2012

Regarding: Professor Derengowski

Regarding three areas that Professor Derengowski mentioned in a recent letter to TCCD, the following information is provided from administrators on SE campus:

- 1) Resigned under duress,
- 2) Failed to expel two students who disrupted learning environment,
- 3) Terminated approved syllabus, and
- 4) Prohibited from expressing professorial views.

Resignation under duress

The meeting held on 11/15/11 with Professor Derengowski, Dean Munoz, and Chair Sharon Wettengel in the VPAA office at 5 p.m. was to inform the professor of two student complaints, discuss the police report submitted by the professor for his class, and to determine how to resolve any issues related to the disruption of the learning environment.

After a discussion, the administrators directed Professor Derengowski to 1) meet with the students as soon as possible to try to resolve their complaints and to provide an opportunity to discuss their behavior in class, 2) follow the approved course curriculum using the required textbook content, 3) remove required reading material on the ICR derived from the professor's personal website that was considered highly opinionated and inflammatory toward certain religions, and 4) create a safe-learning environment in which students can express themselves appropriately through professorial assignments/activities.

Emails attached to this document detail the events that occurred in which the professor then left the meeting to go teach his class. Before the class began it was decided by administrators that it would be prudent to cancel the class for that evening until the professor could meet with the disruptive (his words) students and HR could be contacted for further action that might be needed. The professor agreed. About 10-15 minutes later the professor told Dean Munoz that he didn't want to deal with the students and did not want to meet with them and that he wanted to resign. Dean Munoz directed him to put his resignation in writing. Chair Sharon Wettengel attended the class and had them sign an attendance sheet. A replacement professor was in place by the next class period and no further disruptions occurred through the rest of the term.

Failure of the administration to expel two students who disrupted learning environment

The request to expel the students was given by the professor at a meeting November 15 after 5 p.m. No decision was made at that time pending the professor's meeting that he was directed to hold with the students to try to resolve the issues.

After Professor Derengowski's resignation later on the 15th, a decision was made by the Dean to meet with the two students to hear their concerns and to discuss what happened in the class.

The two students met individually with Dean Munoz and Chair Wettengel and documentation of their discussion is noted in emails in this document.

Dean Munoz was directed by HR before the meeting with the students to NOT reprimand them. No action was taken regarding their behavior in class since their story differed from the professor and based upon HR's recommendation.

Termination of approved syllabus

The district approved syllabus was not changed. The ICR of the professor who replaced Professor Derengowski was uploaded. The grading process was not changed, although all students received a "curve" on each of the exams. The "curve" was given because the students indicated a verbal agreement with Professor Derengowski. Only 16% of the grade was not completed at the time of the change in professors. All students benefitted from the "curve" by approximately one letter grade. The required reading portion in Professor Derengowski's ICR of his personal website was replaced with required reading from approved text material. There have been no student complaints or appeals regarding grades in this course.

Prohibited from expressing professorial views

All faculty are free to express themselves in their classes as long as they do not violate any laws or college policy and their expression is within the confines of the subject area in which they teach. Professor Derengowski was asked during the November 15th meeting if perhaps his required reading of his personal website was inappropriate as his evaluation of many of the religions was his opinion. His website showed violent graphics for religions such as Islam (child holding gun, twin towers burning). Professor Derengowski was asked if he felt some of his website comments would alienate his students or create an unsafe learning environment. One comment read to him that he wrote was as follows:

"It is the expressed desire of CAPRO to aid in preparing the reader to be wary of cult recruitment and indoctrination. For once a person has been hooked into joining a cult, it is almost impossible to retrieve that friend, family member, or co-worker from the cult. Therefore it is with God's blessing that you review the information placed here, for preventative intervention is going to be the best remedy to avoid becoming the victim of the cult."

Professor Derengowski was asked to determine if his required reading of his world view that expressed his purpose as "intervention" to keep individuals from joining other religions might be perceived by his students of varied religions as "intolerant" of the religions that he is teaching. His answer was that he "teaches the truth and that he had rather make someone angry than let them join a cult."

Professor Derengowski was directed to teach the class using the approved textbook and to minimize any disruptions that might be caused by using appropriate classroom management and contacting his chair or dean if there were any additional disruptions. Any personal

opinions expressed should not degrade or target students who held beliefs and practiced religions other than the professor's religion.

If you need additional information, please let me know.

Dr. Barbara Coan

Emails from Dean Munoz and Chair Sharon Wettengel

Email from Dean Munoz 11/16/11

Dr. Coan,

After our meeting yesterday afternoon (11/15/11) with Mr. Paul Derengowski, Sharon and I went to the adjunct center to find Mr. Derengowski and inform him that it would be best to cancel his philosophy class meeting for Tuesday night. We found him in the faculty breakroom "Rosie's Diner" and I told him that it would be best to cancel the class and that we would follow up with him and the two students on Wednesday. He then suggested that perhaps it would be better for him not to meet the class for the remainder of the semester and have a substitute finish the semester for him. I told him that we would take that suggestion into consideration. We left and walked to Sharon's office where Mr. Derengowski caught up with us and said that he had instead decided to resign from his position as adjunct instructor and gave Sharon his name badge and mailbox key. I told him that was fine and if he would please send something to us in writing via email indicating his intent to resign. He was also asked if he still wanted to meet with the two students to follow-up with the issues that had been presented and he said no that they were adults and that he had taught them what they needed to know.

I met the philosophy class at 7 pm in ESEE 1111 and informed the students that class was cancelled for the evening and that they should continue with any assignments they had and class would reconvene as scheduled on Thursday 11/17. 24 students were present and they all signed-in on the roll sheet (attached, original sent to Sharon). Both [REDACTED] and [REDACTED] were present and I gave them Sharon's business card and asked that they contact her on Wednesday 11/16/11.

Sharon is going to see if Mark Austin will be available to cover Mr. Derengowski's class for the remainder of the semester. Justin Grace will not be able to teach the class since he has a class at the same time, TTH 7 pm.

I will keep you updated.

Josue

Email from Dean Munoz 11/18/11

Dr. Coan,

Sharon and I met with both PHIL students yesterday who had filed concerns regarding Mr. Derengowski's teaching style. Here is a summary of the meetings.

11/17/11@4:45 pm - Met with [REDACTED] in my office and asked her to express her concerns with us regarding the class. I asked her to give us a timeline of what had occurred. She said that on 11/3 the instructor began his lecture on Islam and spoke about Mohammad as a murderer, thief and only talked about negative things regarding Mohammad and Islam. On 11/8 instructor continued lecture on Islam and only spoke negatively about Islam and her and another Muslim student named [REDACTED] walked out of class because they were upset with the instructor's negative portrayal of their religion. Quiz was given that day and she earned a 6/6 (100%). On 11/10 she found out that her and [REDACTED] quiz grades had been posted and that the instructor

had given them a zero for the quiz and counted them absent because instructor said they had walked out of class early at 8:18 pm on the quiz day. She was pleased to see that we were willing to listen to her side of the story and that something was being done regarding her concern. I also stated that we appreciated her coming in to talk to us and that it is important that students express their concerns to the administration and follow the appropriate protocols. I also mentioned that we knew she had emailed the entire class regarding the instructor's websites and other comments found on the internet regarding his views on Islam and told her that for future reference it would be best not to communicate in that manner with classmates but that it is best to follow the proper lines of communication with the college administration when referring to concerns or issues with an instructor. I also told her that comments, personal opinions expressed by an instructor do not necessarily represent the views of the college district. I referred her to the online student handbook.

11/17/11@5:05 pm – Met with [REDACTED] in my office and asked him to express his concerns with us regarding the class. He first stated that his main concern at this time was his personal safety on campus due to comments made by the instructor and other students in class regarding Muslims. He now realized that there was a lot of hatred toward him as a Muslim and that he didn't feel safe on campus. I asked him to give us a timeline of what had occurred. He said that it all began around mid-September when he was working on a class assignment where students were asked to research a religion that was not their own so he chose Buddhism and asked to meet with the instructor in order to ask him some questions he had about Buddhists beliefs he said that he spoke to the instructor for a couple of hours after class and that somehow the conversation led to the instructor talking about God, Christianity and some quotes from the Bible and told him that he was lost if he did not believe. On 11/3 instructor started lecture on Islam and only spoke negatively about religion. On 11/8 lecture on Islam continued and he told instructor that he did not agree with his comments regarding instructor's viewpoint on Islam and walked out of class early that day because he was upset by instructor's comments. On 11/10 the class held a mock trial as one of their assignments where the class would represent a case that had actually occurred and the instructor chose the case where a Muslim named Hasan, student couldn't remember full name (Nidal Malik Hasan), had gone on a shooting spree at Ft. Hood, Texas and chose [REDACTED] to serve as the defense and another Muslim student name [REDACTED] to represent Hassan. The student stated that he thought it was odd that the instructor would choose two Muslim students to role play a legal case that dealt with a Muslim who had committed a crime and ask him to defend it and have the class stand as jury whether the shooting spree was right or wrong and the reasons why it had occurred. The student said he had met with the Muslim community leader and asked him about what the instructor had said about Islam and the community leader said that the student should follow up with the college dean and see what would be done regarding his questions. He said he was pleased that Sharon and I were willing to meet with him and hear his concerns and that he felt that the issue had been resolved and that there was no need to pursue the matter any further because it could have gotten to a point where the media might be involved regarding what was going on at TCC. I told him that as a student it is always important to refer to the student handbook in order to know the appropriate channels of communications to follow and college protocols. I also told him that the comments, personal opinions expressed by an instructor do not necessarily represent the views of the college district.

From: COAN, BARBARA

Sent: Thursday, November 17, 2011 7:55 PM

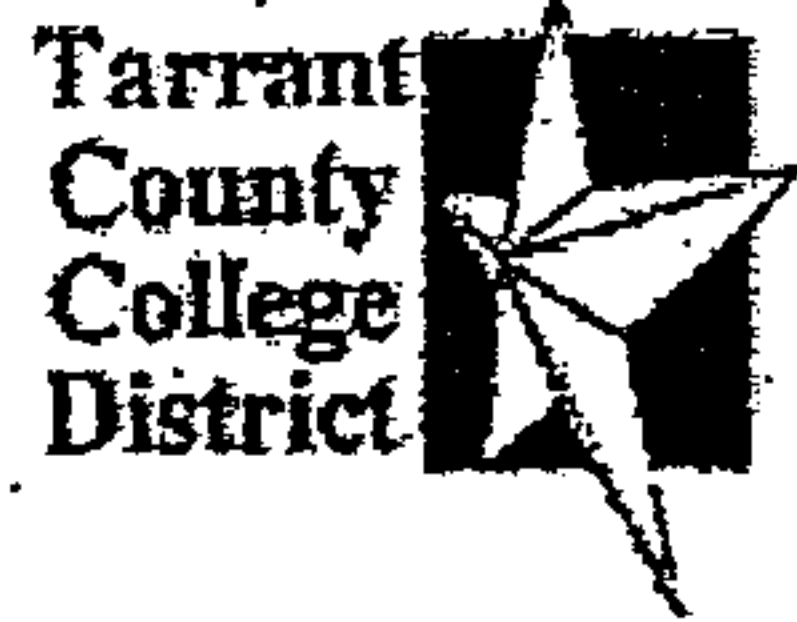
To: MUNOZ, JOSUE; WETTENGEL, SHARON

Subject: FW: Phil 1304

Keep all of these emails and send copy to Bill Lanier or Angela if they are requesting information regarding this class. Keep a file.

Barbara Coan, PhD

Copy of Student concerns submitted to Dean Munoz's office used as the basis for their meeting with each student



Humanities Division – TCC Southeast Campus

PRINT please:

Reason for Visit:

V

First Name [REDACTED]	Initial [REDACTED]	Last Name [REDACTED]	Grade Review	
Colleague or SS ID# [REDACTED]			Registration Issue	
Phoner [REDACTED]			Early Final Exam	
Email: [REDACTED]			Late Withdrawal	
Date: 11-17-11			Reinstatement	
Time: 4:45 pm.			Refund Request	
Best Way to Contact: [REDACTED]			Schedule Change	
			Other:	<input checked="" type="checkbox"/>

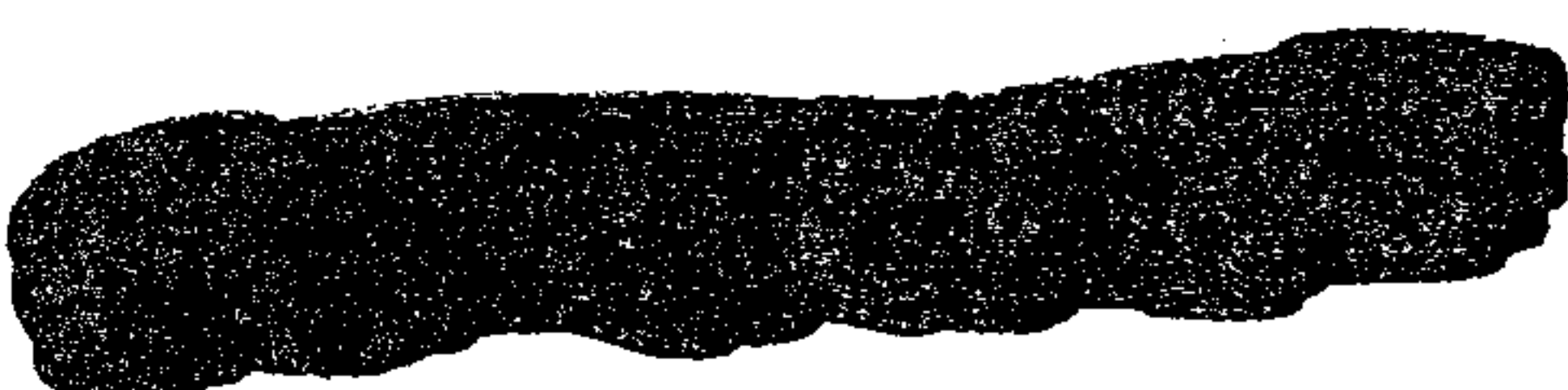
Student Comments / Action Requested:

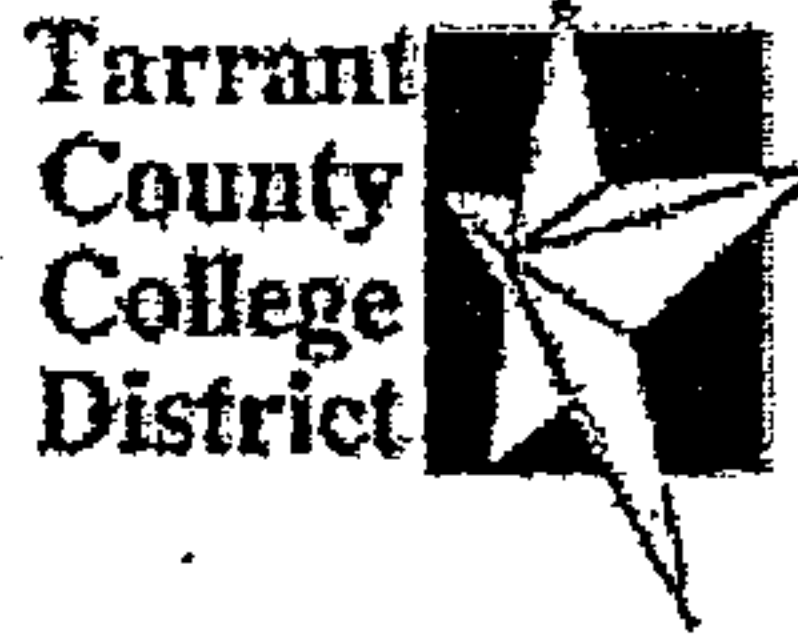
Department Chair comments / Date :

Dean's comments / Date :

*meeting summary attached
email 11/18/11*

I have made several attempts to contact you via phone, but have not heard back from you. I understand you are a busy person, but I am turning to your guidance as to what I should do as a student. I feel as if I have been violated and discriminated against with the way Mr. Deringowski is teaching this World of Religions course, and to my findings, I was right as to what he made me feel in class the other day. Please contact me at your earliest convenience. I appreciate your time.





Humanities Division – TCC Southeast Campus

PRINT please:

Reason for Visit:

First Name	Initial	Last Name	Grade Review	
[REDACTED]	[REDACTED]	[REDACTED]		
Colleague or SS ID#			Registration Issue	
[REDACTED]				
Phone:			Early Final Exam	
[REDACTED]				
Email:			Late Withdrawal	
[REDACTED]				
Date:			Reinstatement	
10/17/2011				
Time:			Refund Request	
5:10				
Best Way to Contact:			Schedule Change	
phone				
			Other:	

Student Comments / Action Requested:

Department Chair comments / Date :

Dean's comments / Date :

meeting summary attached

email 10/18/11

Email from Chair Wettengel of resignation letter

From: WETTENGEL, SHARON

Sent: Sunday, November 20, 2011 10:30 AM

To: MUNOZ, JOSUE; COAN, BARBARA

Cc: HUA, LIEN; HAYGOOD, ANNE

Subject: RE: Resignation Letter

Josué,

It appears Paul's letter of resignation is posted on his website. The last of many paragraphs states, "Mr. Munoz, you wanted my resignation in writing, well here it is, to the best of my recollection. I resign."

http://capro.info/Cults/Islam/Tell_Them_the_Truth.html

Sorry to bother you while you are trying to enjoy some well deserved days off but I thought I should call this to your attention.

Sharon

Email from Dean Munoz regarding my email to HR

Thank you for letting us know. I read the letter on the website and there are some misrepresentations of our conversation with Mr. Deregowski. He states things that were supposedly said by us that were either not said or misstated.

From: COAN, BARBARA

Sent: Monday, November 21, 2011 10:46 PM

To: WETTENGEL, SHARON; MUNOZ, JOSUE

Subject: comments

I sent the following email to Dr. Wells, Rusty and Dr. Coronado regarding Mr. D.

Dr. Coronado,

Mr. Derengowski's website includes his resignation letter. My main concern is that he has violated FERPA by citing the student's names in his class, their grade on a quiz, and a very lengthy letter in which he says very unpleasant things about the students. From reading the letter, one can understand why it was difficult for him to remain unbiased in teaching a World Religion course and why there was conflict that arose in the class.

I am not sure if there is anything our attorney can do, but I think his comments directed at his students may cause quite a problem.

If further information is needed regarding the short meeting that occurred in my office with Mr. Derengowski, Dean Munoz, and Sharon Wettengel, I will be glad to provide it. Mr. Derengowski

was asked first and foremost at the first of the meeting if everything was ok in the class since he filed a police report. He was also asked if he wanted to pursue disciplinary action against any students who were disruptive in the class. He was asked to remove required reading of his personal website from the syllabus as it was not approved by the chair.

Based on his comments, he was asked if he could continue his teaching by using the content from the approved textbook and whether he could create a neutral and safe learning environment for his students.

If you need additional information, please let me know.

Email from Chair Wettengel regarding her actions with the two students

Timeline regarding concerns of students [REDACTED] and [REDACTED].

November 9, 2011 – [REDACTED] came to the Behavioral and Social Sciences Department at approximately 3:00 PM to discuss a concern regarding his Great Religions of the World instructor, Paul Derengowski. I was not available and the administrative assistant for the department told [REDACTED] I was in a meeting the rest of the day and would call him to set up an appointment.

November 10, 2011 – I called [REDACTED] to schedule a time to meet to discuss his concerns. Although the student indicated on the written complaint form he had spoken with the instructor regarding his concern I asked him again to confirm if this was accurate. He told me he had spoken with him after class in the past but not specifically about his current concern. I told him he needed to contact Mr. Derengowski to try to resolve the issue before he and I met. I assured him I would be happy to meet with him if he felt the issue was not resolved. He agreed to contact Mr. Derengowski to schedule a meeting.

November 11, 2011 – Received a voice mail message from [REDACTED] expressing concern about her Great Religions of the World instructor, Paul Derengowski. I returned her call and left a message for her to return my call.

November 14, 2011 – Received a voice mail message in the A.M. from [REDACTED]. I called her and left her a message. About 4:00 PM I received a call from Mr. Derengowski informing me of an email that had been forwarded to him from a student in his Great Religions of the World class. (see email below) The email originated from [REDACTED] and had been sent to all members of the class. It informed students of information she found on the internet related to Mr. Derengowski's personal website as well as others such as blogs Paul has written on. Paul expressed concern about the possible intent of the email and stated it was an inappropriate way to convey her concerns about her instructor. I was in agreement and later that evening I emailed Mr. Rusty Fox, V.P. for Student Development Services requesting a meeting with him to discuss this issue as I felt it was a student behavior issue and not one of an academic nature.


Original E-mail

From: [REDACTED]
Date: 11/14/2011 11:19 AM
To: paul.derengowski@my.tccd.edu
Subject: [Fwd: PLEASE READ!!! Important information!!]

Just thought you'd like to see this, just in case she didn't send it to you.

Original E-mail

From: [REDACTED]
Date: 11/14/2011 09:06 AM
To: [REDACTED]



Subject: PLEASE READ!!! Important information!!

Good morning classmates...

I am Emailing you all some information that you might find interesting, relating to our World of Religions teacher. After the other day in class, I couldn't help but feel that he was teaching my religion of Islam in such a hatred and bias way... And to my findings, he was.... This man has been teaching our class in his point of view, in the way that he thinks it should be...He is not being informative about religions, but rather creating a religious intolerance. This is a philosophy class, he is supposed to be opening our minds and getting us to understand why other people believe certain things...I'm sure some of you have felt that he does slander other religions' beliefs and speaks ill of some as well. I knew me and [REDACTED] were not crazy speaking up against how he was teaching. It wasn't the information and facts we were debating against so much, he was teaching it all wrong, and taking so many things out of context, focusing on the ugly things instead of teaching the actual religion itself.... I will let you all read what our teacher has written about Islam and Mormonism, the two religions he continues to speak out against in our class. I will not be attending this man's class again, and I will be showing the dean of our school. This is not right at all, and a person shouldn't feel discriminated against or violated in such a way in a learning environment as me and [REDACTED] did that day. By the way...He gave us both zero's on our quizzes we fairly earned 6/6 on that day in class, and an absence because we left a few minutes early...We weren't going to sit there any longer and allow him to slander our beliefs the way he was that day... Enjoy:

CAPRO:

This is his own personal website that he created. It is actually listed on the syllabus also, I'm wondering why they did not check it out before hiring him:

http://capro.info/CAPRO%20Home/About_CAPRO.html

Now, on this website, he basically says alot of the same crap he talks about in class.. He speaks of all the religions and includes sources...Look at the Islamic part of his website.. This shows how he clearly views the religion just by looking at the pictures in the background of the words "ISLAM" with the twin towers and a Muslim child holding a gun... He also refers to this RELIGION as a CULT...along with Atheism, Mormonism, and so on.

<http://capro.info/Cults/Islam/Islam.html>

To further surprise you...This his own blog he wrote in 2009...The very first article clearly shows his hate for Muslims... I was very shocked and sad to read this:

<http://worldview.blogtownhall.com/>

Quoted from blog:

“Third, every Muslim should be profiled, and if caught breaking the law—even if it's spitting on the sidewalk—should be deported or executed, depending on the level of offense. If deported that Muslim should be given the strict order "Don't ever come back! You're no longer welcome

here!" If executed, then the rest of the Muslim community can thank Allah for the infidel sending the criminal (not martyr) to his reward. At least the rest of humanity won't have to be concerned about him wreaking senseless havoc in this world anymore."

And here's just some other sites I found where he is a very well-known online and others find his way of spreading hate and bigotry:

<http://www.concordmonitor.com/users/murdock>

<http://onlinebigots.blogspot.com/2007/10/bigot-alert-paul-derengowski.html>

And this one, I found very interesting as this guy, Daniel McCallen is writing a whole blog about how Mr. Derengowski was talking online how he teaches his class, and includes the examples of the mock trials he made us do....Does anyone else find this sickening???

<http://danielomcclellan.wordpress.com/2009/12/26/religious-bigotry-in-a-university-classroom/>

November 15, 2011 – Received an email from Rusty Fox to meet with him at 9:00 AM. We met and he indicated he had already received a phone call from Mr. Derengowski regarding his concerns about [REDACTED] email. I provided Mr. Fox with a copy of the email and he stated emails are considered to be a "public forum" and that there may not be any violation on the part of the student but he would look into the situation.

When I returned to my office after class there was a large manila envelope that had been slipped under my office door. A handwritten note from [REDACTED] was enclosed along with copies of information related to Mr. Derengowski's personal website as well as others with information written on blogs and articles.

Later in the evening I met with Dr. Barbara Coan, V.P. of Academic Affairs and Josué Munoz, Dean of Humanities. (See email below from Mr. Munoz dated November 16, 2011 at 10:21 subject: Paul Derengowski (PHIL))

Dr. Coan,

After our meeting yesterday afternoon (11/15/11) with Mr. Paul Derengowski, Sharon and I went to the adjunct center to find Mr. Derengowski and inform him that it would be best to cancel his philosophy class meeting for Tuesday night. We found him in the faculty breakroom "Rosie's Diner" and I told him that it would be best to cancel the class and that we would follow up with him and the two students on Wednesday. He then suggested that perhaps it would be better for him not to meet the class for the remainder of the semester and have a substitute finish the semester for him. I told him that we would take that suggestion into consideration. We left and walked to Sharon's office where Mr. Derengowski caught up with us and said that he had instead decided to resign from his position as adjunct instructor and gave Sharon his name badge and mailbox key. I told him that was fine and if he would please send something to us in writing via email indicating his intent to resign. He was also asked if he still wanted to meet with the two students to follow-up with the issues that had been presented and he said no that they were adults and that he had taught them what they needed to know.

I met the philosophy class at 7 pm in ESEE 1111 and informed the students that class was cancelled for the evening and that they should continue with any assignments they had and class would reconvene as scheduled on Thursday 11/17. 24 students were present and they all signed-

in on the roll sheet (attached, original sent to Sharon). Both [REDACTED] and [REDACTED] were present and I gave them Sharon's business card and asked that they contact her on Wednesday 11/16/11.

Sharon is going to see if Mark Austin will be available to cover Mr. Derengowski's class for the remainder of the semester. Justin Grace will not be able to teach the class since he has a class at the same time, TTH 7 pm.

I will keep you updated.

November 16, 2011 – Met with Mark Austin, Adjunct Instructor of Philosophy to ask him if he would teach the Great Religions of the World classes for the remainder of the semester. He agreed and we discussed the course content, syllabus, grades and other related details.

I received an email from [REDACTED], a student in the Great Religions of the World class. The apparent purpose of her email was to support Mr. Derengowski and express concern regarding why he resigned. (See email below from [REDACTED] dated November 16, 2011 at 7:23 subject: Concerns Regarding PHIL 1304-41244)

Good Afternoon, Professor Wettengel –

I am writing to express my concerns to you regarding recent activity in my Philosophy class, The Great Religions of the World, as taught by Professor Paul Derengowski.

When I arrived for class last night at 7:00 p.m., Dean Munoz was there and after introducing himself as the Dean of Humanities, he stated that class was cancelled and asked us to sign-in for our attendance. Of course, that created quite a buzz and a great amount of speculation from my fellow classmates regarding the status of the class as well as Professor Derengowski. The reason for this speculation, from my perspective, is two-fold: 1) a classmate, [REDACTED], sent the class an email Tuesday morning with links from Professor D's personal web site as well as other sites, and 2) the uncomfortable situations arising from the previous two classes on Islam.

I had not seen [REDACTED]'s email before arriving to class last night, and was surprised after reading it when I returned home. I have read Professor D's personal web site and feel that [REDACTED] has completely taken his comments, as well as his teachings, out of context. This is the same reason that I believe the classes that were to cover Islam became uncomfortable, as the two Muslim students in the class did not allow Professor D to teach the class, but instead turned the class time into personal debate and confrontation with Professor D regarding their religious beliefs. During the class on 11/08, one of the Muslim students questioned Professor D's integrity, education and even issued what I believed to be a threat against Professor D personally. These were not students "standing up" for their beliefs, but rather students sabotaging the class, the professor and all instruction for that night. We never got past slide two, so Professor D wasn't allowed the opportunity to teach us about Islam past its historical beginnings.

So I was saddened to not see Professor D at his class last night and am now concerned that two radical students have changed the class that I registered and paid for, just like everyone else.

Professor D is a very fair, and forthright, Professor. No other topic in this class has taken the tone of the Islamic classes, and we've covered just about everything at this point. I am angered to think that two students could have quite possibly derailed not only a great class, but potentially a great Professor as well. I sincerely hope that is not the case, because there is another side to this story that you may not have heard.

I enrolled in this class because I truly wanted to learn of all the world's great religions. But if two students can cause this much chaos and potentially impact the Professor himself, then where else can I learn such diversity if not at school....?

I thank you in advance for your time in reading my email, and am available at your convenience if you wish to discuss this further with me. In the interim, I remain quite anxious about tomorrow's scheduled class.

Best Regards,

[REDACTED]

PHIL 1304-41244

Tues/Thurs 7:00 – 8:20 p.m.

[REDACTED]

November 17, 2011 – I received emails from the following students regarding Mr. Derengowski:

[REDACTED] (see below)

To whom it may concern,

I'm currently taking Phil 1304 under Prof. Paul Derengowski. I feel that the way the administration handled the case against Professor Paul was unfair and bias. You only hear one side of the story not the rest of the students in the class. Why none of you ask the rest of the students what really transpired on the night of Nov. 8?

On that evening were going over the history of Islam and the life of Mohammad it was even stated in the book the violence involved during Prophet Mohammad's time. And they were denying the Prophet Mohammed didn't commit any atrocities to mankind so they felt that professor Paul was not teaching Islam in the right manner.

Even when I was still in the Philippines I learned this from school, it's part of history why deny it.

And [REDACTED] became furious started insulting the professor in front of everybody, insulting his credentials as a teacher, insulting the reference books he used written by Muslim scholars

and which by the way professor Paul also use the Quran as one of his point of reference. They didn't even finish him going over the history of Islam without interrupting him in the class. I don't see anything wrong using another reference books aside from the text book, as a student I find it admirable that I see my professor was not subjugate to use only the school text book it means a lot for me as a student that Professor Paul is well informed with the subject he teaches and he uses different references in every topic for the class. Every Tues and Thursday he's well prepared he brought outside references and show it to the class or read it to us.

If [REDACTED] and [REDACTED] wants to argue that Professor Paul was falsely teaching Islam they should have brought their references and show it to class in the same manner Professor Paul does.

And this is a world religion class each and everyone in the class have different beliefs and practices but I never seen or heard professor Paul insulting or being bias to other religion and try to enforce his beliefs on us. And the field assignment that I did for his class helped me to understand/open my mind on other people's beliefs and practices and made me appreciate my religious belief.

Thank you for reading this letter

[REDACTED]

Ms. Wettengel,

Below is a copy of an email I have sent to Dean Coan and Dean Munoz. I have not had a reply from either. Thank you in advance for reading my concerns.

[REDACTED]

Original E-mail

From: [REDACTED]

Date: 11/17/2011 08:50 AM

To: barbara.coan@my.tccd.edu

Subject: Great Religions of The World - Paul Derengowski

Dean Coan,

Below is an email I sent to Dean Munoz. As of this email to you I have had no response. Thank you.

[REDACTED]

Original E-mail

From: "[REDACTED]"

Date: 11/16/2011 11:10 AM

To: josue.munoz@my.tccd.edu

Subject: Great Religions of The World - Paul Derengowski

Dean Muñoz,


I am currently enrolled in Professor Derengowski's Tuesday/Thursday religion class. Last night (11/15) our class was cancelled. If possible, could you tell me if the Thursday class is cancelled? I understand if the class is cancelled I will need to sign the roll sheet. My employer reimburses me the total cost of books and tuition based on the final grade I receive in this class. Currently I have a 74.5 - my goal is to raise the grade to a B by the end of the semester. However; I see this goal diminishing with each cancelled class. I am **not** happy about this!

Personally, I have found Professor Derengowski's class very informative. I have not felt at any time he is personally attacking any specific religion or persuading me to take to heart what is on his website. I take from the class what I want and leave the rest behind. Professor Derengowski has presented the research he has done based on his studies to correlate with the material in the book chosen (not by him) as the **required** material for his class.

I selected this class based on a few factors - 1) the class is one of the required electives under the Associate of Science - Business; 2) I wanted to learn more about the history and beliefs of other religions in the world and 3) I'm tired of small minded people basing their opinions of others religious beliefs based on what they hear in the media and read in the papers and aren't taking the initiative to research the history and beliefs of the religions.

I would also like to take this opportunity to say the class has been rudely disrupted all semester by one of the students who walked out of class November 8th. Professor Derengowski has stopped class numerous times each Tuesday and Thursday due to the constant disruption from the "back row". Any time a student asks a question they are interrupted as well. I was interrupted by the student during the November 8th class and informed him in my "mother voice" not to interrupt me while I was speaking. Professor Derengowski has spoken with this "group" of people about their constant interruptions. The evening of the November 8th class, I elected to stay 30 minutes after class - based on the outbursts by the two students in the class - I felt my safety was at stake walking to my car. I understand Professor Derengowski had security walk him to his vehicle that evening.

Thank you in advance for reading my concerns. I would definitely take another of Professor Derengowski's classes.



I am writing to express my concerns to you about my Philosophy class, PHIL-2306-40675, The Great Religions of the World, as taught by Professor Paul Derengowski. Last class on November 10th, I spoke with Professor Derengowski to let him know that I was scheduled to be out of town on Tuesday, November 15th, therefore I did not attend Tuesday night's class. Upon my return today, I've received email from classmates, that Tuesday's class was not only cancelled, but that the Professor will no longer teach the remainder of this semester. Of course, now the speculation and rumors have to do with the objections to his delivery of the religion of Islam as perceived by two students of Islamic faith. This is particularly upsetting for several reasons, the most important being this is the end of the semester. Additionally, I find it upsetting

that two students can not only disrupt the class with their own personal prejudices regarding his text related view of the history of the Islamic faith, but also that this same two can effect the outcome of the semester for all the students in the class. When I enrolled in this class, my expectation was to receive an **overview** of the many religious faiths of the world, including my own, by way of the text and the instructor. I find it quite appalling that because two students can object to an overview of their religion in a two part class session, the semester I and many of my classmates have invested in during these months are now in jeopardy of being incomplete. This poses a huge problem for my expected Fall 2011 graduation and imposes on the personal time I and the rest of the class have invested for completing the requirements of this course. I cannot believe it is standard practice for your institution to protect the rights of two students and ignore the rights of the rest of the class to objectively be exposed to this particular subject matter without fear of being converted to or having a distorted view of any of the religions we study during the semester. My personal goal in registering for this class, in addition to having to complete a course in Philosophy per my degree plan, was because I truly wanted to learn of many of the religious practices throughout the world and throughout history. But if two students can cause such chaos in the classroom and not make a personal choice to drop the class now or change classes at the beginning of the semester when they learned on the first class that the Professor's views of his personal religion would be prevalent throughout the semester, then who takes responsibility for this action so late in the semester?

Hopefully there will be clear resolution by the beginning of class tonight and the class will be given clear instruction as to how the university intends for the students to complete this semester in a manner that will be acceptable to all of us. I am sure I am not the only student with concerns, but I hope that you will keep us all in mind when important decisions regarding this class are made.

Thanks in advance for your attention to this very important issue.

[REDACTED]

Josué Munoz and I met with [REDACTED] at 4:45 PM to discuss her concerns regarding Mr. Derengowski. We also met with [REDACTED] to discuss his concerns regarding Mr. Derengowski. (see email below written by Josué Munoz)

Dr. Coan,

Sharon and I met with both PHIL students yesterday who had filed concerns regarding Mr. Derengowski's teaching style. Here is a summary of the meetings.

11/17/11@4:45 pm - Met with [REDACTED] in my office and asked her to express her concerns with us regarding the class. I asked her to give us a timeline of what had occurred. She said that on 11/3 the instructor began his lecture on Islam and spoke about Mohammad as a murderer, thief and only talked about negative things regarding Mohammad and Islam. On 11/8 instructor continued lecture on Islam and only spoke negatively about Islam and her and another Muslim student named [REDACTED] walked out of class because they were upset with the instructor's negative portrayal of their religion. Quiz was given that day and she earned a 6/6 (100%). On

11/10 she found out that her and [REDACTED]'s quiz grades had been posted and that the instructor had given them a zero for the quiz and counted them absent because instructor said they had walked out of class early at 8:18 pm on the quiz day. She was pleased to see that we were willing to listen to her side of the story and that something was being done regarding her concern. I also stated that we appreciated her coming in to talk to us and that it is important that students express their concerns to the administration and follow the appropriate protocols. I also mentioned that we knew she had emailed the entire class regarding the instructor's websites and other comments found on the internet regarding his views on Islam and told her that for future reference it would be best not to communicate in that manner with classmates but that it is best to follow the proper lines of communication with the college administration when referring to concerns or issues with an instructor. I also told her that comments, personal opinions expressed by an instructor do not necessarily represent the views of the college district. I referred her to the online student handbook.

11/17/11@5:05 pm – Met with [REDACTED] in my office and asked him to express his concerns with us regarding the class. He first stated that his main concern at this time was his personal safety on campus due to comments made by the instructor and other students in class regarding Muslims. He now realized that there was a lot of hatred toward him as a Muslim and that he didn't feel safe on campus. I asked him to give us a timeline of what had occurred. He said that it all began around mid-September when he was working on a class assignment where students were asked to research a religion that was not their own so he chose Buddhism and asked to meet with the instructor in order to ask him some questions he had about Buddhists beliefs he said that he spoke to the instructor for a couple of hours after class and that somehow the conversation led to the instructor talking about God, Christianity and some quotes from the Bible and told him that he was lost if he did not believe. On 11/3 instructor started lecture on Islam and only spoke negatively about religion. On 11/8 lecture on Islam continued and he told instructor that he did not agree with his comments regarding instructor's viewpoint on Islam and walked out of class early that day because he was upset by instructor's comments. On 11/10 the class held a mock trial as one of their assignments where the class would represent a case that had actually occurred and the instructor chose the case where a Muslim named Hasan, student couldn't remember full name (Nidal Malik Hasan), had gone on a shooting spree at Ft. Hood, Texas and chose [REDACTED] to serve as the defense and another Muslim student name [REDACTED] to represent Hassan. The student stated that he thought it was odd that the instructor would choose two Muslim students to role play a legal case that dealt with a Muslim who had committed a crime and ask him to defend it and have the class stand as jury whether the shooting spree was right or wrong and the reasons why it had occurred. The student said he had met with the Muslim community leader and asked him about what the instructor had said about Islam and the community leader said that the student should follow up with the college dean and see what would be done regarding his questions. He said he was pleased that Sharon and I were willing to meet with him and hear his concerns and that he felt that the issue had been resolved and that there was no need to pursue the matter any further because it could have gotten to a point where the media might be involved regarding what was going on at TCC. I told him that as a student it is always important to refer to the student handbook in order to know the appropriate channels of communications to follow and college protocols. I also told him that the comments, personal opinions expressed by an instructor do not necessarily represent the views of the college district.

At 7:00 PM I attended the Great Religions of the World class to introduce Mr. Mark Austin and explain that he will be the instructor for the remainder of the semester. Many students expressed concern toward Mr. Derengowski and questioned why he resigned. They indicated all of them received an email from him, except for [REDACTED] and [REDACTED], informing them of his resignation. I made every effort to ease the tension in the room making students aware I was not at liberty to discuss the details of his resignation. I assured them our goal was to provide instruction in the class and help students complete the course and earn the credit they deserve. Mr. Austin began class instruction about 7:30. I stayed for the remainder of the class in case additional questions or concerns were expressed.

Email from Chair Wettengel after receiving VPAA directive to refer concerns to HR

Dr. Coan,

Per your request, I will refer students to Dr. Coronado.

I spoke with Mark Austin, the instructor who has replaced Paul. He seems to feel confident about teaching the class but is aware there could be some tension among some of the students. He is in the classroom next to Justin Grace, full time philosophy instructor, at the same time and Justin has agreed to be of assistance if any problems occur. I will continue to stay in touch with both of them and assist as needed.

Sharon

From: COAN, BARBARA

Sent: Monday, November 21, 2011 9:59 PM

To: WETTENGEL, SHARON; MUNOZ, JOSUE

Subject: RE: Great Religions of the World - Professor Derengowski

If any students contact you with a concern for their safety or want to file a complaint regarding any type of discrimination, they need to be referred to Dr. Coronado. Check the college policy to be sure all guidelines are followed for each specific incident.

Keep in touch with the current professor who replaced Mr. Derengowski to be sure everything is ok.

CORONADO, RICARDO

From: COAN, BARBARA
Sent: Monday, November 28, 2011 5:01 PM
To: ROBINSON, ANGELA; WELLS, DAVID; CORONADO, RICARDO
Cc: FOX, RUSTY SE Campus SDES; LANIER, BILL; WILLIAMS, SHAUN
Subject: RE: Student Complaint/Grievance Form

That's right. On November 15 after meeting with the professor, Dean Munoz went upstairs and the professor suggested that he cancel class "that night" due to the volatile situation. Dean Munoz, Sharon, and I had already discussed that this would be the best decision until we had a chance to confer with HR concerning the recent events of which I had been made aware at noon on the 15th. Dean Munoz told the professor he agreed that class should be canceled for the evening.

A little later the professor returned and said he wanted to resign.

Dean Munoz met with the class and told them only that the class was canceled for the evening and that they should read their assignments and be prepared at the next class meeting. They were not told anything else although they had many questions. Dean Munoz documented all of this in his email I sent earlier.

Another professor retained the original grades/attendance and continued the class after the 15th.

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: ROBINSON, ANGELA
Sent: Monday, November 28, 2011 3:58 PM
To: COAN, BARBARA; WELLS, DAVID; CORONADO, RICARDO
Cc: FOX, RUSTY SE Campus SDES; LANIER, BILL; WILLIAMS, SHAUN
Subject: RE: Student Complaint/Grievance Form

So the report that the course was canceled is incorrect?

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

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.

> 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

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

- >
>
- > 1. Complaint/requesting disciplinary action against fellow classmate, [REDACTED] (VP SDS issue, working closely with HR)
 - > 2. Complaint/requesting disciplinary action against fellow classmate, [REDACTED] (VP SDS issue, working closely with HR)
 - > 3. Complaint of aggressive arguments and threats against instructor and unsafe environment created for whole class (HR/VP/Police?)
 - > 4. Complaint against Humanities Division for handling of issues surrounding Nov 8th (VP AA issue, working with HR)
 - > 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)

> 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.

>
> My sense is we need to:

- > 1. Establish if there is any immediate threat, or danger to a student or the class:
 - > a. Need statements and documentation from Police regarding any assessment of immediate threat or related history.
- > 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.
- > 2. Establish if there is any history or pattern of disruptive behavior from the two students accused
 - > a. Need statements and documentation from Police and Academic Affairs regarding any reports of disruptive behavior related to this class
- > At this point, I have NO documentation of a pattern of disruptive behavior, neither from the instructor or administration/police.

>

> I have requested a copy of any documentation which may not have been made available at this time.
>
> 3. Establish if there has been a report made of disruptive behavior for issues surrounding Nov 8th.
>
> a. Need copy of any report from instructor, or academic administrator
>
> b. Need copy of any report from Police Department
>
> c. Need copy of any statements taken from other students/witnesses in the classroom
>
> d. Need copy of complaints from other students concerning any disruptions in class Nov 8th.
>
> At this point, I have the complaints of three students, claiming [REDACTED] and [REDACTED] were disruptive.
>
> Academic Affairs has also made me aware of the statements made by the instructor, accusing the students of being disruptive on Nov 8th.
>
> My understanding is there is a complaint filed with the police concerning these two students (I have not received a copy of it yet).
>
> 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.
>
> 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] and [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.
>
> * 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.
>

> * 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]

> 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.

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

> -----
> 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
> To: FOX, RUSTY SE Campus SDES
> Subject: Re: Concerns Regarding Events in PHIL 1304-41244

> Mr. Fox --

> How do I file a complaint against the students who have disrupted our class so negligably?

> -----
> Original E-mail
> From: "FOX, RUSTY SE Campus SDES"
> Date: 11/20/2011 08:22 AM
> To: [REDACTED]
> Subject: Re: Concerns Regarding Events in PHIL 1304-41244

> Ms. [REDACTED] the correct procedure for your complaint is one you reference here. As an academic matter, you would speak to the department head first, Ms. Wettengel. You could then refer the matter to Mr. Munoz, the dean for that area. And if you felt the need to appeal the decision further, you would speak with Dr. Coan, VP for Academic Affairs.

>
>

> On Nov 19, 2011, at 10:26 PM, "[REDACTED]" wrote:

>

> Good Evening, Mr. Fox,

>

> My name is [REDACTED] and I'm a student in Professor Paul Derengowski's Philosophy class, The Great Religions of the World. The purpose of this email is to request an audience with either yourself and/or Dr. Coan regarding the recent events that have taken place in this class and the subsequent leaving of Professor Derengowski.

>

> I have tried to contact Josue Munoz, but was advised to follow TCC protocol and begin with expressing my concerns to Sharon Wettengel, which I have done, to no avail. I found on the TCC web site that I could file a student complaint, and I request your further guidance on how to properly file the grievance against fellow students as well as potentially the leadership of the TCC Humanities Department.

>

> Since the beginning of this semester in Professor Derengowski's class, I and my other classmates have been subjected to constant class disruptions and interruptions by, primarily, student [REDACTED]. To Professor Derengowski's credit, he was able to manage [REDACTED], and occasionally other students who sit at his table and were encouraged by him to disrupt the class, until the evening of November 8, 2011. That evening, [REDACTED] and fellow classmate [REDACTED], both Muslims, entered class in an already agitated state because it was to be our second night to review Islam. I refer to "the second night" loosely, as the first night on Islam, as per the syllabus, Professor Derengowski was not able to finish his lecture due to [REDACTED] and [REDACTED] interruptions.

>

> However, at class time on November 8th, [REDACTED] and [REDACTED] began challenging Professor Derengowski as soon as he began his lecture, which was to provide both students his references to the historical beginnings of the Prophet Mohammad - per their request from the previous class - before lecturing for the evening. Both [REDACTED] and [REDACTED] constantly interrupted Professor Derengowski, not allowing him to complete his sentences nor even allow other students to ask questions. This class was simply sabotaged by [REDACTED] and [REDACTED]. [REDACTED] was combative and aggressive in his accusations of Professor Derengowski, stating that his educational pedigree was false, that he was not qualified to teach about Islam, nor any other religion, and that Professor Derengowski should "be careful in what he says about Islam, and he should watch himself". Sir, if this is not a veiled threat, I sincerely request a definition of TCC's definition of "threat" on campus.

>

> [REDACTED] was in agreement with [REDACTED], and continually spoke over Professor Derengowski, stating that he did know about Islam and wasn't "allowed" to speak of things he wasn't aware of, even though Professor Derengowski tried to read directly from the Qur'an. Other classmates, including myself, asked both [REDACTED] and [REDACTED] to please stop, the environment was very uncomfortable, they were not allowing the class to progress, and they were interfering with those of us who sincerely wanted to learn about Islam. Which is quite the irony, considering the great opportunity these two students could have capitalized on with regard to sharing about Islam.

>

> It was an absolute travesty. [REDACTED] and [REDACTED] did not engage in academic conversation or even debate, but took to slamming their books on the desk, challenging the Professor's credentials, yelling and ultimately walking out of the class a few minutes early, each slamming the door behind them.

>

> Speaking for myself only, to say that I am absolutely shocked in how TCC administration has handled this situation is an understatement. I need to understand how our class was derailed, Professor Derengowski resigns under duress, and no action is taken against the two students whose behavior created this situation....? I request a formal investigation of these events and the actions of [REDACTED] and [REDACTED]. I believe they certainly have a right to express

their concerns to Professor Derengowski as well as TCC administration, however I also believe that the failure here is clearly on the part of TCC administration in the mishandling of the whole event.

>
> According to Sharon Wettengel during our class "reorientation" on November 17th, when questioned by a fellow classmate as to TCC's procedures, Ms. Wettengel confirmed that 1) background checks are performed by TCC when a professor is hired, and Professor Derengowski has been teaching this class for approximately three years, and 2) TCC administration approves each professor's syllabus prior to the start of the semester. This confirmation further confirms that TCC has failed the students of this class, because the syllabus was already approved, which included references to his personal web site. Professor Derengowski is entitled to his personal web site and is protected under freedom of speech. The liability in this situation regarding the approval of the syllabus, which clearly shows references to two documents on his web site, again lies with TCC administration. I must ask again...why isn't our Professor completing the semester with us, why has our class been derailed, and why has no action been taken against [REDACTED] and [REDACTED]?

>
> Below I am posting a copy of my emails to Sharon Wettengel, for your information and to show that I have attempted to follow the established protocol. I apologize in advance for the length of this email, and greatly appreciated your time and attention to this matter. I am available at your convenience to discuss this further, and look forward to a response.

>
> Respectfully,
>
> [REDACTED]
> PHIL 1304-41244
> Tues/Thurs 7:00-8:20 p.m.
> [REDACTED]
>
> Copy of emails to Sharon Wettengel:

>
> From: [REDACTED]
> Sent: Thursday, November 17, 2011 3:38 PM
> To: 'sharon.wettengel@tccd.edu'
> Cc: 'Barbara.coan@my.tccd.edu'; 'Josue.munoz@my.tccd.edu'
> Subject: RE: Concerns Regarding PHIL 1304-41244
> Importance: High

>
>
>
> Hi Professor Wettengel -
>
>
>
> Thank you for taking the time to speak to me today regarding my email to you yesterday. I've been thinking about our conversation, and although I look forward to hearing you speak to our class tonight, I cannot shake the feeling that as a TCC student, I feel that the administration has failed me and my classmates in this situation. I simply do not understand how two students have been allowed to create such a terrible experience for everyone involved. And it seems like anyone trying to speak up, other than myself, has no impact at all.

>
>
>
> I'll wait until after tonight to decide if I can continue this semester or not, much less register for Spring. You've failed us in your duties, and this is not sitting well with me at all.

>

>
>
> Respectfully,

>
>
>
> [REDACTED]

>
>
>
>
>
>
>
> From: [REDACTED]
> Sent: Wednesday, November 16, 2011 3:03 PM
> To: 'sharon.wettengel@tccd.edu'
> Subject: Concerns Regarding PHIL 1304-41244

>
>
>
> Good Afternoon, Professor Wettengel -

>
>
>
> I am writing to express my concerns to you regarding recent activity in my Philosophy class, The Great Religions of the World, as taught by Professor Paul Derengowski.

>
>
>
> When I arrived for class last night at 7:00 p.m., Dean Munoz was there and after introducing himself as the Dean of Humanities, he stated that class was cancelled and asked us to sign-in for our attendance. Of course, that created quite a buzz and a great amount of speculation from my fellow classmates regarding the status of the class as well as Professor Derengowski. The reason for this speculation, from my perspective, is two-fold: 1) a classmate, [REDACTED], sent the class an email Tuesday morning with links from Professor D's personal web site as well as other sites, and 2) the uncomfortable situations arising from the previous two classes on Islam.

>
>
>
> I had not seen [REDACTED] email before arriving to class last night, and was surprised after reading it when I returned home. I have read Professor D's personal web site and feel that [REDACTED] has completely taken his comments, as well as his teachings, out of context. This is the same reason that I believe the classes that were to cover Islam became uncomfortable, as the two Muslim students in the class did not allow Professor D to teach the class, but instead turned the class time into personal debate and confrontation with Professor D regarding their religious beliefs. During the class on 11/08, one of the Muslim students questioned Professor D's integrity, education and even issued what I believed to be a threat against Professor D personally. These were not students "standing up" for their beliefs, but rather students sabotaging the class, the professor and all instruction for that night. We never got past slide two, so Professor D wasn't allowed the opportunity to teach us about Islam past its historical beginnings.

>
>
>
So I was saddened to not see Professor D at his class last night and am now concerned that two radical students have changed the class that I registered and paid for, just like everyone else. Professor D is a very fair, and forthright, Professor. No other topic in this class has taken the tone of the Islamic classes, and we've covered just about everything

at this point. I am angered to think that two students could have quite possibly derailed not only a great class, but potentially a great Professor as well. I sincerely hope that is not the case, because there is another side to this story that you may not have heard.

>

>

> I enrolled in this class because I truly wanted to learn of all the world's great religions. But if two students can cause this much chaos and potentially impact the Professor himself, then where else can I learn such diversity if not at school....?

>

>

>

> I thank you in advance for your time in reading my email, and am available at your convenience if you wish to discuss this further with me. In the interim, I remain quite anxious about tomorrow's scheduled class.

>

>

>

> Best Regards,

>

>

>

> [REDACTED]

>

> PHIL 1304-41244

>

> Tues/Thurs 7:00 - 8:20 p.m.

> [REDACTED]

>

CORONADO, RICARDO

From: CORONADO, RICARDO
Sent: Tuesday, January 10, 2012 12:13 PM
To: 'paul.derengowski@yahoo.com'
Subject: Your Resignation

Hi Mr. Derengowski, I saw your email with your statement that you resigned under duress. I am looking into this matter and ask that you please clarify your statements so I can better understand the circumstances of your resignation. Your prompt response will be appreciated.

1. When and how did the Muslim students assault you? Was this the November 8 incident that you are referring to?
2. When did you report the Muslim students to your department chair, dean or vice president?
3. Exactly what did the students do on November 8 that caused you to want them reprimanded or expelled?
4. Who, when, and how was your pre-approved syllabus terminated?
5. How was your freedom to express prohibited?

Thanks, Ricardo

Ricardo Coronado, Ph.D., SPHR
Associate Vice Chancellor for Human Resources
1500 Houston Street
Ft Worth, Texas 76102
817-515-5234 (Office)
817-879-7452 (Cell)
817-515-0993 (Fax)

CORONADO, RICARDO

From: CORONADO, RICARDO
Sent: Wednesday, January 18, 2012 1:39 PM
To: paul.derengowski@yahoo.com
Subject: FW: Your Resignation

Hi Mr. Derengowski, I am again attempting to get a response from my January 10 email regarding your allegations. You may respond in writing or call me if you wish at 817-515-5234. If I do not hear from you within 24 hours, I will assume you do not wish to respond to my questions. Thanks, Ricardo

Ricardo Coronado, Ph.D., SPHR
Associate Vice Chancellor for Human Resources
1500 Houston Street
Fort Worth, Texas 76102
817-515-5234 (Office)
817-515-0993 (Fax)

From: CORONADO, RICARDO
Sent: Tuesday, January 10, 2012 12:13 PM
To: 'paul.derengowski@yahoo.com'
Subject: Your Resignation

Hi Mr. Derengowski, I saw your email with your statement that you resigned under duress. I am looking into this matter and ask that you please clarify your statements so I can better understand the circumstances of your resignation. Your prompt response will be appreciated.

1. When and how did the Muslim students assault you? Was this the November 8 incident that you are referring to?
2. When did you report the Muslim students to your department chair, dean or vice president?
3. Exactly what did the students do on November 8 that caused you to want them reprimanded or expelled?
4. Who, when, and how was your pre-approved syllabus terminated?
5. How was your freedom to express prohibited?

Thanks, Ricardo

Ricardo Coronado, Ph.D., SPHR
Associate Vice Chancellor for Human Resources
1500 Houston Street
Fort Worth, Texas 76102
817-515-5234 (Office)
817-879-7452 (Cell)
817-515-0993 (Fax)

LANIER, BILL

From: TIMS, BEVERLY
Sent: Friday, December 16, 2011 4:36 PM
To: CORONADO, RICARDO
Cc: FORD, TERRI; LANIER, BILL
Subject: FW: Personnel File --Mr. Paul Derengowski

Importance: High

Hello, please see the request below from Mr. Paul Derengowski. We scheduled Jan 5, 2012 @ 2pm to come to HR to review his file, then he decided that he would like to file photocopied. Please guide me on how to proceed, I was told that the p-file was with Ms. Terri Ford, however, there was no "out card" in the file to indicate that. Thanks,

Beverly Tims, Human Resources Specialist, Employee Relations
Office of the Associate Vice Chancellor for Human Resources
817-515-5239/817-515-5281 phone | 817-515-0910 fax
beverly.tims@tccd.edu

From: Paul Derengowski [mailto:paul.derengowski@yahoo.com]
Sent: Friday, December 16, 2011 4:26 PM
To: TIMS, BEVERLY
Subject: Personnel File

Dear Beverly,

As per our phone conversation this afternoon, would you please send me a copy of my personnel file?

My TCC Colleague I.D. number is: [REDACTED]

If there is anything else you need, you may either contact me via this email address or call [REDACTED].

Thank you.

Paul Derengowski