

February 12, 2008

Dear Editor,

I received the letter from Stuart Jenkins, February 11, requesting that I waive confidentiality regarding the grievance I filed on October 8, specifically with regard to the CEO fact-finding report. I agree to waive confidentiality. This, however, seems little more than a formality given that the requirements of confidentiality were violated from the beginning.

Following the publication of the *Pilot* article, September 28, 2007, I took a week to consider my options, deciding eventually that a grievance was the best solution because the procedure requires a fact-finding step. Given the situation, I thought this approach would be the best way to uncover the truth. In considering the step, Katherine Milner, Director of Human Resources, informed me the process was confidential. I can only assume that all parties were so advised. I filed the grievance on October 8, but I soon learned it was not being held in confidence as required. Below is a list of some occurrences that followed:

October 9, a member of the college community informed me there was a rumor that I had filed a lawsuit and that the faculty advisor had been told to attend a meeting with legal counsel. This rumor was false, but it continued to circulate for weeks;

On October 20 I received an e-mail from a person not employed by Principia criticizing me for having filed the grievance;

During this period the grievance was discussed openly in the Faculty Senate, which led to a Faculty Senate resolution (November). The resolution is as follows: "That in accord with the urgent judgment of the faculty all disciplinary actions directed at Principia employees without appropriate due process, including appeal and review by a panel of peers where requested, be terminated immediately until appropriate due process protections are implemented."

The *Columbia Journalism Review* reported in its November/December 2007 issue that "...a former trustee who claims that Jenkins manipulated accreditation data to make Moffett look bad, the school's administration launched an inquiry that could cost the *Pilot's* faculty

advisor his job."

On November 30 the Academic Dean, Faith Paul, issued a statement about the grievance: "The grievance process against Craig Savoye has concluded. He will retain his employment at Principia and remain as adviser to the *Pilot*. The process exposed the need for a specific set of principles to help guide the *Pilot* adviser and student editors in their decision making. The previously announced committee, headed by John Hughes, will draft that set of principles. Craig has agreed, as adviser to the *Pilot*, to abide by those principles when they are finally established."

While confidentiality of grievance fact-finding is normally effective because most grievances are known only to a small number of people, publication of an article in the student newspaper is, by its nature, a public event. The grievance process itself was made a public process through the actions listed above. It seems now that the only part of the process that is to remain confidential is the report of the investigation. While the Principia administration may believe it is required to maintain confidentiality regardless of whether this requirement was adhered to by all the parties involved, it seems to me that in fairness this requirement can be set aside if the parties involved agree to make it public.

Serious charges were leveled in the article. The *Pilot* did not communicate with me to determine the truth or falsity of the charges either prior to or after publication. That was left to the grievance fact-finder to investigate.

At this point, with the confidentiality requirement shredded, there seems little purpose in withholding the CEO's conclusions of the fact-finding, and I believe the report should be made available. Up to this point the college community has been made aware only of the original article, the actions of the Faculty Senate, and the communication by the Academic Dean. It is time to let the community see the results of the investigation so they can decide for themselves whether the charges were true or false.

Merlin Lewis

Director, Institutional Effectiveness & Planning

PILOT MAIL

Headliners

Page 4 What does it mean to be Caucasian? Is there chalk involved? Page 4 draws you in.

Page 10 If Zombies attack, Andy Rathburg's got your back. Plan Banana saves the day!

Event FRI Grab popcorn and come sit under the stars for an "Enchanted" evening at Joe, 8pm.

Event SAT Buy yourself a Buck Burger and scope out Principia's Pre-Scrutineering event, 11am Crafton.

Event SAT Check out the alumni baseball game and Joe McNabb bake sale on the field at noon.

Event SAT Pack a lime and an interstellar object and head to STL for Spring Formal! 6:30pm.