

P&T Colleagues:

Some among you are giving me the cold shoulder for my "get your act together" and "pissed off" communiqué. What led me to use such language is not only (1) that I want action when it comes to responsibilities that I am asked to assume (such as my being asked to be a member of what I now perceive to be three P&T *ad hoc* appeal committees), but also (2) what I perceive to be the P&T Committee's lack of information not only regarding the *1989 Faculty Handbook's* sections on "Scholarship, Research and Creative Work" and "Professional Achievement" as approved by Sr. Janet and the Academic Council, April 28, 1993, but also the lack of familiarity on the part of the P&T membership regarding the educational/philosophical tenets underlying the revision of the *1989 Faculty Handbook* (see the late Ernest L. Boyer, *Scholarship Reconsidered: Priorities of the Professoriate*). My defense on behalf of the three P&T non recommended candidates (A, B & C) will be based in good part on Boyer's "Scholarship as Discovery" and "Scholarship of Teaching."

My understanding is that none among you on the P&T Committee had a copy of Boyer's work -- which in the early 1990's, Former Dean Lily Owang had provided us with and which was the inspiration for Sr. Elizabeth Michaels (then Chair of the P&T)'s approved revision of the *1989 Faculty Handbook* regarding promotion and tenure.

Several among you on the P&T got promoted by the skin of your teeth because I, Richard Beauchesne, read to the P&T Committee Sr. Elizabeth Michaels' approved revision and dramatically said after the reading "I, Richard Beauchesne, vote for so and so," upon which the rest of the P&T committee followed suit -- to the point that one member of the P&T asked me afterwards: "Richard, what happened!" In the latter case, Said candidate had been approved by the P&T in spite of the fact that Said candidate had tried to convince us (for some half-hour), the P&T, that in Said candidate's experience refereed publications would have been detrimental to Said candidate's research. We, the then P&T Committee, were left to consider THE ONE publication of Said candidate, which was some ten years or more dated (with no outside evaluator) -- **and this was for promotion to full professorship** -- thanks to Boyer and Richard Beauchesne! (Others on the present P&T Committee have received similar favorable treatment!)

This e-mail to you, current P&T members, could also be entitled: **J'ACCUSE!**

In other words, I wish that the criteria applied to you for your own promotion, members of the current P&T, be equally applied to candidate A. B. & C.

Let's be fair.

Any time that justice is at stake, Richard J. Beauchesne will use fowl language! It's a little price to pay for justice.

My sense is, dear members of the P&T, that some among you -- having 'made it' -- have become 'gatekeepers' rather than 'welcomers' of your fellow colleagues. At 66 -- and intending to teach at Emmanuel forever -- I find this sad. Candidates A, B, & C have to suffer the kind of patriarchal domination I had to suffer in the past when promotion was denied to me -- except this time patriarchy has become matriarchy!

Richard