

CHRONOLOGY OF EVENTS
THAT LED TO THE FIRING OF DR. BEAUCHESNE
FROM EMMANUEL COLLEGE
BY SR. JANET EISNER, PRESIDENT

PHASE I:

March 2, 1990: Appointment with Sr. Patricia Johnson, SND, MA (Vice President for Academic Affairs and Academic Dean, henceforth, referred to as Sr. Pat) in her office at 2:30 PM:

- a. Sr. Pat offers me a retirement package if I were to retire by Aug. 31, 1999:
 - i. One year salary (Sept. 1, 1999 to Aug. 31, 2000);
 - ii. Professor Emeritus status for excellent service to college, excellent teaching and research;
- b. Sr. Pat asks me to consider the offer and respond to her after the Spring Recess (March 6-14, 1999);

March 16, 1999, I asked Sr. Pat if the retirement package could also include a guaranteed \$15,000 salary per annum for some academic work I would do for the College till I reach the age of 70 inclusively; the reason: to supplement my Social Security benefits and TIAA annuity pension. Sr. Pat responded that she would consult with Sr. Janet Eisner, SND, Ph.D., President (henceforth referred to as Sr. Janet) about my request.

March 30, 1999 at 2.30 I met with Sr. Pat in her office. She informed me that Sr. Janet, had renegotiated the retirement package as follows:

- c. One year salary (Sept. 1, 1999-Aug. 31, 2000);
- d. My teaching the *World Religion Course* during the Fall 99 semester;
- e. Status of Professor Emeritus for excellent service to college, excellent teaching and research -- which covered the span of 27 years of teaching at Emmanuel College;
- f. Guaranteed \$15,000 salary for academic work I would perform for the college till the age of 70 inclusively.

I informed Sr. Pat that I was seriously considering the retirement package but before deciding I would consult with a friend retirement expert to review my financial situation including the renegotiated retirement package of March 30, 1999.

April 17, 1999, my friend Roger and I met with the retirement expert and we reviewed together my financial situation.

April 19, 1999, I sent an e-mail to Sr. Pat declining the 'retirement offer package' with the note: "I have decided to teach at Emmanuel for the foreseeable future." Orally, I explained to Sr. Pat that financially it would be difficult for me to retire now. Furthermore, I added that I love teaching and saw no reason to retire at the moment.

April 20, 1999 I confirmed the above in person with Sr. Pat who accepted my decision sympathetically, saying something to the effect: "You know what's best for you, Richard."

PHASE II:

This Phase II involves the Promotion and Tenure Committee at Emmanuel College, henceforth referred to as P&T.

Between April 20, 1999 and May 5, 1999, I was asked (in three independent requests) to be one of the three full professors on three appeal committees requested by three candidates for promotion who had not been recommended by the P&T Committee (two for Associate Professor [Candidates A & B] and one for Full Professor [Candidate C]). Each appeal committee consisted of one Full Professor of the candidate's choice; one Full Professor of the P&T's choice and one Full Professor mutually agreed upon by both the candidate and the P&T. For Candidate A, I was the candidate's choice. For Candidates B & C I was the choice mutually agreed upon by the candidates and the P&T.

On May 2, 1999, in light of Section 2.7.3., # 3. of the 1989 Faculty Handbook, I sent an e-mail to the P&T Committee requiring clarifications about several points that were made in the P&T letter of non-recommendation for promotion to Candidate A -- the one who had asked me to be his personal choice on his appeal committee. (The appeal committees for Candidates A & B were scheduled for Friday, May 9.)

On May 3, 1999, not having received any response from the P&T Committee, I reiterated my request of May 2.

On May 5, 1999, again not having received any response from the P&T regarding my request of May 2, I decide to e-mail to the P&T (plus the Full Professors on the three appeal committees, the Candidates A, B, & C, the President and the Academic dean) my line of argument in support of the nonrecommended candidates for promotion on which appeal committees I was a member. I challenged the P&T for not applying in equal fashion to each candidate the *revised* promotion and tenure criteria of the *1989 Faculty Handbook* and that such a situation had been going on for some time. The main reason -- I stated -- for that inequity was the P&T's lack of knowledge of the revised promotion and tenure criteria themselves and the P&T Committee's lack of familiarity with a monograph (*Scholarship Reconsidered*, by Boyer) which was the inspiration behind the revision of the *1989 Faculty Handbook* criteria for promotion and tenure.

To make my point, in my e-mail responses, I described anonymously cases where such inequity had taken place; that is, cases that revealed inconsistencies in past voting style of the P&T members. (I happened to know of these cases because in those instances I was a member of the P&T at that time.)

It is this last correspondence that led the P&T members to write a letter to the President, Sr. Janet, which accused me of having undermined the integrity of the appeal committees and which recommended that I be removed from the three appeal committees. (This is what I remember of the content of Said letter since it was read to me by Sr. Janet on May 7, 1999, without my having received a copy for review from the P&T. [By the way, the P&T letter to the President, which contained the section that I had "undermined the integrity of the appeal committees", reflected word for word a personal email sent to me on May 6, the previous day, by a member of the P&T committee, a the colleague of mine in the Emmanuel Religious Studies Department. The footprints of that colleague's email to me could be traced in the P&T letter sent to the President in view of denouncing me.]

PHASE III:

May 7, 1999 (15 working days after April 19, 1999 when I declined the 'retirement package' of March 30, 1999 -- see above), Sr. Janet calls me in her office (in the presence of Sr. Pat) and read to me from hand written notes on a yellow pad. I have not received a written copy from Sr. Janet of her charges against me, I can only express here what I remember from memory.

Sr. Janet read me Said letter (referred to above) she had received from the P&T Committee, which made the following points (as far as I can recall):

- i. That I had undermined the integrity of the appeal process by having revealed matters confidential to the P&T process -- especially by the use of e-mail.

- ii. That, therefore, I should be removed from the three appeal committees that I had been asked to be on (see *Faculty Handbook* sections on such appeal committees), but with no specific references to the *Faculty Handbook* related to such removal.
- iii. That Sr. Janet concurred with the P&T letter and, as a result, she was **suspending me from the Emmanuel Faculty indefinitely** – which, which she said, meant that I was no longer a member of the Emmanuel Faculty. I was told that I could appeal.

Sr. Janet added more infractions on my part:

- iv. I have attacked, Janet said, colleagues on the College e-mail. (I asked for evidence from Sr. Janet. But to no avail.)
- v. I have used offensive language, Sr. Janet also alleged (I asked for evidence from Sr. Janet; but to no avail, except (I surmise) I use the expression 'pissed off' against an incompetent computer staff and administrator in the Development Office a couple of times because of what I considered severe incompetencies (which the Administrations refused to consider) as the latter refused to consider the utter injustice caused by the P&T in non-recommending faculty for promotion and tenure.

For the latter (b. i-ii above), in addition to suspension, I was dismissed from the College with one year salary (Aug. 31, 1999-Aug. 31, 2000).

Regarding the latter offer, I had till Tuesday, May 11, 1999 by 4.30 PM to give Sr. Janet a response as to whether I wanted to appeal the "suspension" or accept the "dismissal with one year's salary."

Furthermore, Sr. Janet added that 'this' was all to remain confidential.

At this point I asked Sr. Janet three questions:

Question # 1: May I have immediately a copy of the indicting materials she had just read to me? She answered in the negative. (Sr. Janet implied that a written version of her oral indictment against me would be provided only if I chose to appeal the suspension.)

Question # 2: Does not the Faculty Handbook indicate that in such situations as indefinite suspension, a warning must be issued by the Administration to the person involve before the implementation

of such sanctions (especially in the case of a tenured full professor)? Sr. Janet answered: "This IS the warning."

Question # 3: Does not the Faculty Handbook provide for an appeal for such case of suspension and dismissal? Yes, but if one signs the 'dismissal package' one cannot appeal since the appeal relates to suspension and that when one is dismissed the issue of suspension does not exist anymore.

Early morning, **Monday May 10, 1999**, I sent a fax to Sr. Janet for clarifications, which included the following points: (*Ad mentem*)

I realize that the current situation is difficult for both you and myself. To ensure a clear understanding of our steps as we proceed, the key elements of our discussion should be documented. Specifically, I requested:

1. A copy of the P&T letter requesting my removal from the three appeal committees with reasons given for my removal;
2. A copy of material Sr. Janet read to me in her office from hand written notes, in the presence of Sr. Pat on Friday, May 7, 1999, between 1:30 PM & 2 PM regarding suspension with package, including reasons for suspension or termination;
3. A copy of the termination package indicating what the package includes and excludes (if anything) from the previous retirement package offered to me verbally during this past academic semester via Sr. Pat Johnson;
4. A copy of all documents I would have to sign by 4:30 PM, Tuesday, May 11, 1999 — the deadline Sr. Janet set for reaching an agreement;
5. With regard to all items above, please reference from the 1989 Faculty Handbook and its Update items which apply to the removal from the appeal committees, the suspension, termination, and any related appeal processes.

P.S. I added that, as requested, I had withdrawn from all activities relating to the above-mentioned-appeals. Also, I was holding in strict confidence all issues related to the suspension and dismissal package.

Then, I asked Janet to fax the above requested documentation to Richard Beauchesne at (tel.#), (Roger Tancrell's fax) by 2 PM, Monday, May 10, 1999.

I thanked Janet and signed my name.

May 10, 1999 I received a phone call from Sr. Janet who told me that she was faxing me immediately a 'package' that I had to accept or refuse by 4.30 PM, the next day, Tuesday, May 11. As for the May 9, 1999 clarifications (described above) which I had asked her by fax, Janet told me that she would be responding to that fax *after* the next day 4.30 PM deadline.

May 10, 1999, I received the attached fax signed by Sr. Janet, in which fax I wrote my signed reply and re-fax Said document to Sr. Janet at 9.26 AM, Tuesday May 11. (The 'dismissal package' [see May 7 above] had now been renamed 'voluntary retirement package.')

May 20, 1999: For the third time (May 7, May 9, & now May 20), I e-mailed Sr. Janet asking her to make available to me not only a typed copy of the list of charges that she has against me (with specific references to the Faculty Handbook, to all people involved, and to specific incidents), but also a copy of the 'content of the yellow pad hand written notes she read to me on May 7, 1999, the day she suspended indefinitely from the College.

On May 20, 1999, Sr. Janet (through Sr. Pat) sent the following notice to the entire faculty: "Dr. Richard Beauchesne retired from the College on May 11, 1999. I want to recognize the contributions that he made to Emmanuel College as a faculty member for many years and his dedication to the education of Emmanuel's students. On behalf of the College, I wish Richard well in his future endeavors." (Signed, Sr. Janet)

END OF CHRONOLOGY