

A Resolution for Condemnation of Bacone College's Senior Administrators and Board of Trustees

This Document Is herewith Presented to the Oklahoma American Association of University Professors Executive meeting at Murray State College on the First day of May, 2004 by the members of Bacone College's American Association of University Professors. This resolution was written at Bacone College, Muskogee, Oklahoma the 26th day of April 2004.

The Bacone College Chapter of the American Association of University Professors feels that the Oklahoma American Association of University Professors should condemn the Senior Administrators, President Robert Duncan, Dean of Faculty, Robert Brown, and Special Assistant to the President, Mike Chiesa for their many hostile actions perpetrated against certain Bacone College faculty members. This administrative team has disregarded long-held, traditional notions of academic freedom and faculty governance and in so doing has caused irreparable damage to the Bacone faculty. The Board of Trustees of Bacone College has had knowledge of this team's actions and has been complicit with the Senior Administrators.

Background of the problem: Robert Brown came to Bacone as Vice President for Academic Affairs in October 2000 when Norman Madsen was President. Brown immediately began to make changes in the way Bacone operated in terms of faculty governance and faculty affairs. Brown, with the apparent consent of Madsen, immediately began to dismantle the system then in operation and replace it with his own. Brown's system was one in which he assumed full control over every aspect of academic affairs, including those areas once considered the sole domain of the faculty. He took control of every aspect of academic operations from the trivial to the important, from the process of book ordering to hiring.

Prior to Brown's coming, the Bacone Faculty Senate had handled matters of student disciplinary actions, faculty raises and pay scales, grievance procedures, and most matters pertaining to faculty affairs including the presentation of awards of excellence to deserving students and faculty.

In years past, the Senate was in integral part of faculty governance at Bacone. The Senate traditionally sent four delegates to each Board of Trustee Meeting and at a time not too

distant, the Senate President regularly addressed the full Board at either its plenary sessions or at its faculty dinners. Faculty attendance at the Senate was optional, but the College did require that all faculty attend a monthly faculty meeting. It was not unusual for the Monthly Faculty meeting to adjourn in order that the Senate could convene, do its appointed business, then adjourn so that the Monthly Faculty meeting could reconvene and continue. The Senate and the faculty attending the required monthly meetings worked together as a team, not as competitive entities. When Brown arrived on campus, he arbitrarily, and with no consultation with faculty members or the Bacone Faculty Senate, instituted significant changes in the way the College was governed. Norman Madsen was the College president at the time of Brown's coming and he allowed these changes to take place. Whether or not he totally agreed with the changes is something we do not know. With the arrival of Duncan the problems have worsened to the extent that now:

I. Senior administrators have dissolved any semblance of real faculty governance and have instituted a dictatorial reign of terror at the College:

- A. Brown created a Faculty Assembly which replaced the formerly required monthly faculty meeting and assumed many of the former duties of the Senate. He ordered this reconstitution of faculty governance with no prior discussions with the faculty.
- B. At the same time he created Faculty Assembly, Brown also created a Student Affairs committee which assumed other duties of the Senate.
- C. Brown made himself an ex-officio member of all these committees. The Faculty Handbook allowed for this designation, but Academic Vice Presidents in the past were discreet and did not involve themselves in all aspects of faculty governance. They allowed the Faculty its space.
- D. The result of Brown's attending all academic and student committee meetings was that he quickly dominated the workings of these committees. If he did not actually chair the committees, he made his presence felt to the extent that free exchange of ideas and academic freedom were seriously compromised. Failure to agree with Brown would eventually result in

termination or demotion of very qualified faculty members.

Note Bene: As of 15 April 2004 Duncan has allowed a specially created Governance Committee consisting of 3 Senate and 3 Faculty Assembly members to meet after stonewalling since December 2002. This Governance will try to work out governance issues with the Senate, but at this writing anything is yet to be done. **Note Further:** In a Faculty Assembly held April 8th Duncan announced that the Faculty Assembly would elect five representatives to the May 2004 Board Meeting, but the Dean neglected to hold that election on the April 8th meeting. He was questioned about this failure and said this election would take place April 29th. At this point no one knows what will happen with either issue.

June 10th addition. The five representatives to the May Board meeting were picked, but Duncan assigned them to the committees and to the plenary session. Normally the Senate representatives decide for themselves which meetings to attend. Bear in mind, that faculty reps can only sit and listen. They cannot speak unless the Board asks them to, and the Board rarely does. Donohue sat in Student Affairs at the May 2004 meeting and was not asked one question or given an opportunity to express any comment. The BFS has been re-instated, but is still under the control of the administration.

II. The Senior Administration has consistently breeched the articles of the Faculty Handbook whenever the occasion suits them.

A. Prior to Brown's coming, Bacone Faculty was governed by a comprehensive, well-designed Faculty Handbook which carefully and to some great length covers most matters pertaining to faculty. The Faculty Handbook delineates approved reasons for dismissal of faculty, promotion, advancement to continuous contract, etc. This handbook was put together under the supervision of lawyers and has been the final authority regarding matters pertaining to faculty. Brown and Duncan have consistently disregarded the Faculty Handbook in their day-to-day administration of the College and in their treatment of faculty.

B. The Faculty Handbook also designates the duties of the Faculty Senate. Brown ignored these stipulations

when he created the Faculty Assembly, the Faculty Affairs Committee, the Student Affairs Committee, etc.

- C. When Duncan and Brown began to fire faculty, they paid no attention to due process as defined in the Handbook. They have followed none of the conventions the Handbook requires.
- D. Brown has not conducted all faculty evaluations at the time designated by the Handbook, especially the former Humanities Chair's evaluation in 2003.
- E. Changes to the Faculty Handbook must be approved by the entire faculty and by the Board of Trustees, yet during the administration of President Madsen and Academic Vice President Brown, a former Human Resources Director, Beth Seim, rewrote the Faculty Handbook so that the sick leave policy was deliberately omitted. When a Health Science faculty member needed to use this policy January 2004, she was told that there was no such policy. She stated that there was such a policy and eventually she was paid sick leave pay, but only after a lengthy exchange that was frustrating and detrimental to a sick person.
- F. Attempts such as the one mentioned in item E exemplify the tendency of Senior Administrators to cheat faculty out of earned benefits.

III. The present administration has suspended due process and runs the College by a system of favoritism, good-old-boyism, and by very real intimidation of both faculty and staff. They have convinced the Board that because Oklahoma is an "at will" state they are endowed with unchallengeable powers. Their governing style promotes divisiveness, sexism and racism and verges on the criminal. When Brown was first hired, his dictatorial proclivities were moderated to some extent by President Madsen and Interim President Halleen, but with the hiring of President Duncan in 2002 Brown was given full rein. Duncan is temperamentally like Brown and the two of them regularly run roughshod over faculty. They have created a hostile work environment, demolished faculty governance, right of free speech, and academic freedom. They have moved to squelch diversity of opinion and they

fire anyone who disagrees with them. They are especially cruel to middle aged women and American Indians.

A. There have been many firings of faculty and staff. The number of Bacone faculty in January 2002 was approximately 30. Staff numbered approximately 100-125. This number varies with the daily firings. From 2000-2004, at least six full time faculty members have been fired; three have been put on probation, the director of Health Science has been harassed constantly, and at least 20 staff members have been fired. Of this number of faculty fired, three are Native American. Of those faculty put on probation, all are Native American. In addition to the firings of faculty, Joan Reynolds, Cherokee grant writer and once-a-vice-president-created-by-Halleen-and-then-demoted-by-Haleen was the first high level staff member to be arbitrarily fired, ostensibly to save money. American Indian faculty fired are Flynn, Lovelady, VanHauen, Donohue, and Heth (in Madsen's administration.)

1. Religion Professor Johnny Flynn (Potawattomi) was the first faculty member to be fired. His immediate supervisor, the Humanities Chair, should have initiated firing procedures in accordance with the articles of the Faculty Handbook. The Humanities Chair was not consulted in this decision and the professor was fired without her consent and over her objections. Here Handbook policy was violated.
 - a. Flynn's position, religion, was frozen by Presidential fiat with no consultation with the Humanities Chair. She found out that the position was actually frozen by means of an accidental conversation with the Dean of Faculty.
 - b. Duncan assumed the position of Humanities Religion professor after freezing. In other words he fired a faculty member and hired himself. As of 2003, he signs letters as President of the College and Associate Professor of Religion or something like that. We do not know if he

increased his pay with this additional duty or not.

2. In February, Duncan and Brown fired the Dean of Education, Jewell Linville, for "insubordination." The State Department of Education requires that education majors meet with their education faculty for conferences one hour a month. The head coach objected to athletes missing practices for one hour a month and he and Linville exchanged words. Linville, who had built a laudatory education program from nothing at Bacone, was summarily fired. Nothing happened to the Coach. He retained his position on the President's Cabinet. Linville was approximately 60 and the coach, a male, is probably in his late 40's. It is apparent that Dr. Madsen, Dr. Duncan and Dr. Brown have difficulty working in a collegial relationship with strong, well qualified female Division Chairpersons. Their modus operandi is to intimidate, harass, fire or in some way make it difficult for them to do the job for which they are being paid. Obstruction rather than cooperation, appreciation and respect are meted out to faculty who have difficulty complying with this present administration's mandates, fiats, and outright micromanaging tactics.

Linville referred the matter of her termination to the Bacone Faculty Senate for a grievance hearing with the Senate's Professional Rights and Responsibilities Committee as prescribed in the Faculty Handbook as the appropriate grievance procedure. The Senate President called the committee together and arranged for the hearing. The Senate was also a member of the committee, having been elected the previous year. The PRR Committee found for Linville on three counts: She had been fired for no justifiable cause; she had been fired without due process; and her contract had been violated.

Brown and Duncan and Linville were present for the reading of the Committee's conclusion, as the Handbook prescribes. Duncan became enraged at the findings and as he left the room told the Professional Rights and

Responsibilities panel that "We (the faculty) would hear from him again on this matter." Faculty have.

3. All contracts issued to faculty the following term-August 2003-4 read that we can be fired for "no cause." A "no cause" statement has never been written into Bacone faculty contracts in recent memory and it was put there as retaliation for the Linville findings.

Not only did Duncan fire Linville for no Handbook approved cause, but he denied her unemployment benefits by telling the state that she had been fired for cause. Linville appealed that decision and asked the Bacone Senate President, to write the State and give them the PRR Committee's findings. She did. Duncan, Brown, and their attorneys continued to fight Linville on the unemployment claims and she again had to appeal. At this point, the State sent a copy of the Senate President's letter to them to Duncan and his attorneys.

After the firing of Linville, morale among faculty dropped sharply. Faculty were frightened. More firings and demotions continued.

3. By about the first of April, Tom Maxwell, Cherokee and Chair of the Math Science Division, was demoted from his position of Chair. Ostensibly the reason was that he did not have a Ph.D. Maxwell was also told that his employment with Bacone would terminate permanently in December, 2003. He and his forestry/agriculture program were being phased out. Maxwell's forestry programs generates more money and reaches more students than any other program at Bacone. Maxwell's position is now held by a white woman who does not have a Ph.D. His position was offered to a white man with a Ph.D, Peter Sullivan, but Sullivan declined the offered position. Maxwell is a long time Bacone employee (12 years).

4. Associate professor of Business Gloria Lovelady and Assistant Professor of Business

Marsha Murry, were told that the Business Division was being "Redirected", and their services would no longer be required as of December 2003. They were accordingly terminated in December, 2003. There have been no noticeable changes in the Business Department. Another employee, younger than Lovelady and Murry, has been retained even though she has only a Master's.

5. In May, 2003, Duncan and Brown demoted the Humanities Chair and put her on probation. The Chair is Cherokee and female. She was demoted and placed on probation because she was Bacone Faculty Senate president, active in forming an AAUP Chapter, and vocal about faculty governance issues. Again, this treatment violated Faculty Handbook articles and procedures. According to the Handbook, a Division Chair can be removed for failure to perform job duties or by a 2/3 vote of the Division. The Chair was demoted for giving too many achievement awards to students and for writing the Chairman of the Board of Trustees about the Faculty Senate's unanimous vote of the Senate to recommend the recognition of the two persons for honorary doctoral awards. Duncan told the Board Chairwoman, who apparently did not know differently, that this action was inappropriate for the Senate and the Senate President to do.

6. For the past 2 (perhaps 3 years), the usual recognition of faculty for awards of excellence in teaching and for creative endeavors which support the college mission and a staff award have not been awarded by the college president. Some of the awards also had a small monetary reward with them and due to financial straits of the college, the money has not been given and neither have the awards. In sum, faculty and staff as well are not seen as worthy of appreciation or respect as valued professionals.

7. The president required armed security to be present at the November 2003 Board Meeting when he heard that representatives of the American Indian Caucus of the American Baptist Church would attend the meeting. Law enforcement personnel were

employed by the college as of February 2003 to provide official security on campus. This addition of security on campus is an asset and is appreciated by faculty and students teaching or taking night courses and when college events occur; however, the use of armed law enforcement at the Board of Trustees meeting last November was a first and gave the message to non-board members who attended the meeting the feeling of mistrust. It was known that the president's expectation in requiring the law enforcement personnel to be present for the Friday and the Saturday meetings was to prevent any "unauthorized people" from coming to the Board meeting.

8. In times past, faculty representatives were welcome and were expected to attend Board meetings which addressed areas of development, finances, student life, and academics. Since Dr. Duncan's arrival, he made it clear that faculty were not welcome to come ("the Board did not want them" and after faculty insistence, he reluctantly allowed one faculty member chosen in Faculty Assembly (not the usual 4 faculty members chosen by BFS) to attend.

9. Faculty telephone voice mail messages and computer messages which are stored are allegedly monitored once a week by a person authorized to do so. As a result of this mistrust, faculty use cell phones and private, home email resources to avoid being violated in confidentiality.

B. Treatment of Native Americans

The demotion of the Humanities Chair, together with the demotion of the Math-Science Chair, was clearly an act of retaliation for attempts to maintain faculty governance. Both Chairs were PAST PRESIDENTS of Bacone Faculty Senate. Both Chairs were NATIVE AMERICANS.

1. During the last three administrations, from 2000 until 2004, at least NATIVE AMERICANS have lost their jobs at Bacone. By origin, Bacone is ostensibly an NATIVE AMERICAN college and maintains a

significant number, approximately 43 percent, of American Indian students who want, expect, and need American Indian staff and faculty. Native janitors cannot help them much.

2. Since the arrival of Duncan the treatment of Native American faculty and students has deteriorated so badly that the Native American Caucus of the American Baptist Church has taken a stand to support those groups. There are currently seven Native American faculty members at this time—November 2003. The college chaplain, Tom Moore, a Ph.D.candidate finishing his dissertation, who also is a Native American, an ordained American Baptist minister and who taught the religion courses, especially Life of Christ and Life of Paul, resigned as campus chaplain last summer (2003) because he felt he and other Native American employees were being used as token to be put on display for fundraising purposes capitalizing on Bacone's American Indian-Christian mission. When the fundraising or promotional activities are finished, the American Indians are placed back in the cabinet.

3. When Moore resigned his post as campus chaplain, Duncan made him move out of the manse even though Moore retained his position as minister of the campus American Baptist Church. That position has traditionally been afforded campus housing because Bacone is an American Baptist College.

4. The Board has consistently refused to take the Native American faculty's complaints seriously. After the Caucus intervened in September **2003**, the Board waited until January 2004 to begin a series of hearings.

G. This appointed group (two Native American members of the college board of trustees) conducted two hearings in February 2004 and a third scheduled hearing in April 2004 was terminated by the president and the

chairwoman of the Board of Trustees because the hearings were unduly "stressing the President and the Board feared he may have a heart attack." As of April, 2004, the Native American complaints have been put on hold.

H. The special committee commissioned by the Board of Trustees to investigate Native American complaints came up with a list of twenty items. The Executive Committee of the Board listened to these complaints by means of a telephone session, but no action was taken.

I. Andrew Dreadfulwater, Cherokee student, was expelled for drinking when there was no proof that he had been. The Dreadfulwaters are a well-known, prominent Cherokee family actively engaged in Christian ministry, gospel singing, and Cherokee language preservation. Expelling a Dreadfulwater sent bad signals to the Cherokee community.

J. Financial aid entanglements or non-payment of promised aid have injured a significant number of students_ Anthony Gritts, Will Hamilton, and others.

9. Duncan sent uniformed law enforcement personnel to a stomp dance and powwow in the spring of 2003 and insulted most of the Indians present. Stomp dances are religious rituals and sending a significant presence of uniformed guards to a stomp dance is like sending an army to a cathedral. Duncan frequently alienates the Native American community with acts similar to that.

10. Janice Walkingstick, the Native American recruiter, was fired effective December fourth, 2003 by means of an email sent to her at approximately 4:00 P.M. The coaches recruit the athletes, and there is one white recruiter remaining as of January 2004, but the Indian who recruits Indians is gone. This action clearly violates the school's Mission and violates the Staff Handbook policies for dismissal of staff. Walkingstick was replaced in March by an American Indian male.

11. Janice Walkingstick (Cherokee) had several physical disabilities and fit the federal criteria for an American with Disabilities provisions. The administration was informed of her physical condition prior to her being fired. She was fired on a Friday afternoon and was hospitalized with a massive heart attack on Saturday, the day following. Walkingstick was declared dead twice in the hospital and resuscitated. She is now alive, but has a large hospital bill she cannot pay since she lost her health insurance the day she was fired.

12. When informed of her heart attack, Duncan issued an email to all faculty saying she was on sick leave. The same day he made that directive, he convened a search committee to start looking for her replacement.

13. Faculty Assembly elected an American Indian faculty member to represent them at the presidential inauguration, but Duncan reversed that decision by fiat and chose a white person to bring greetings instead.

14. When the former Humanities Chair's American Indian brother died, a prominent Ute medicine man offered to come to Bacone, do a ceremony, plant a tree, and present the school with a carved wooden bench in honor of the deceased man. When asked if it would be all right for this tree planting to occur, Duncan replied that it would. The Chair then asked that he write the medicine man to tell him officially that he was welcome to plant the tree and present the carved bench. The president replied that he would, but he never did. This is just one more example of the way the president devalues American Indians, their traditions, and their feelings.

15. Duncan hired a female bookkeeper whom he termed Chief Financial Office, a title which is totally inappropriate for a school teetering on bankruptcy, but one which underscores his delusions of grandeur. The woman, upon being introduced to American Indian staff and faculty referred to herself as "another chief." American Indians at Bacone found this sobriquet inappropriate, ill advised, and ill informed.

IV. General Harassment of Faculty

The Senior Administrators, Duncan, Brown, and Chiesa, are all white men and all of them lack genuine people skills which would make this college student-friendly and promote an environment in

which the college "family" would have positive regard for one another. Their administrative tactics have aroused paranoia, distrust, and unease among faculty and students.

A. One of the librarians, Lois Webb, was publicly and crudely reprimanded for alleged infractions over which she had no control by the president's new assistant, Mike Chiesa, and she resigned on the spot. She had worked at Bacone for more than 25 years. The administration makes no attempt to be tactful or truthful in its dealings with staff and faculty.

B. The head librarian, a Native American woman, is frequently chastised for the lack of books in the library. That she has not had a budget for purchasing books for the last twenty years makes no difference to Duncan. In an effort to make the library look as if it had more books than it actually does in preparation for an NCA focus visit, Brown and Duncan ordered the two librarians to carry the entire bibliographic contents from the basement to the first floor and reshelve these materials. This task made one librarian ill. The dust and mold engendered by this move made the library **uninhabitable** for weeks. Duncan reprimanded the head librarian for using furniture behind the circulation desk that did not match the furniture in front of the circulation desk. The furniture in front of the desk dates from the 1930's, so making that match would have required some ingenuity. Moreover, there is no money for books, much less furniture. Duncan used the paltry book funds for FY2003 and purchased two couches for the library and depleted the book fund.

C. After the assistant librarian resigned after cruel and unduly harsh treatment by Duncan's assistant, Mike Chiesa, the head librarian now cannot leave the library unattended because she now has no assistant. In the winter of 2004 her sick sister had to wait in the car in the parking lot for two hours before the librarian could get away to take the woman to the hospital.

D. Larry Daylight, a Native American artist and assistant art professor, was asked to create a mace for the President's inauguration. He crafted a masterpiece. He spent more than 400 off duty hours making the work of art and was never paid a cent for his efforts nor for the materials - beads, leather and wood.

E. The secretary for the Health Science department was forced to clean the restrooms in the health science building by

the President's administrative assistant, Mike Chiesa. Other members of the health science faculty have been told they must clean the health science building if they want the building cleaned because of a shortage of housekeeping and maintenance staff. Faculty have willingly "taken turns" to do building cleanup which has taken its toll on the physical endurance of the faculty who must also do the teaching assignments and student contact that their job requires. One faculty member obtained a copy of the housekeeping staffs' assignment and discovered that of the campus buildings they were assigned to clean, buildings which housed secretarial/business office personnel and had less traffic were cleaned more often than the health science building with its enormous traffic all week day and evening. There is manifest partiality in housekeeping resource distribution. Faculty janitorial duties have been written about in the Tulsa World and noted on a tickertape on CNN.

- F. Building maintenance and janitorial services have been curtailed to the extent that faculty are forced to perform cleaning chores outside their own offices if they are to continue to use the facilities. Such observable necessity carries a negative message to students.
- G. There has been a problem with asbestos in one of the buildings and certain individuals were put a risk. A full report on the extent of this problem can be produced if necessary.
- H. The Humanities Chair fell and permanently injured her knees as a result of poor sidewalk maintenance in September 2002. Workers compensation claims were filed. Maintenance campus-wide is evident is an ongoing problem and reflects the financial crisis and struggle the college has had for years, but with the Madsen administration, maintenance became even more critical. Even though the current president proclaims good news of a budget that satisfies the auditors ("for the first time ever and there are documents to support the soundness of fiscal procedures"), the tight money situation remains an unrelenting burden.
- I. Faculty are required to jump through endless paper hoops to get basic materials they need for class. It now takes seemingly limitless paperwork to get chalk, instructors'

manuals, erasers, etc. We are also required to do endless clerical tasks such as entering attendance daily on the CAMS system so that attendance can be tracked. We are not given student workers to assist in these tasks. The workstudy program continues to be a cause for financial concern as it is not administered via real supervision for real work done by real student-employees.

H. Faculty teach a 27 hour load and keep ten hours of office hours weekly in addition to serving on at least two committees which take up many hours of time otherwise needed for doing writing and research. Most of these committees meet twice a month. In addition to the committee meetings faculty are required to attend Faculty Assembly and other called meetings. The end result of such a work load means that their professional careers are ruined because they have no time for research and publishing.

I. Faculty are burdened with unnecessary work. For example, the College traditionally gives annual excellence awards to students who have done exceptional work. The Divisions submit their list of awardees to the Dean of Faculty. His job is to make sure the awards are prepared and these awards consist of a piece of paper. For the last two years, instead of taking the Division lists at face value, he has ordered faculty to write lengthy justifications for each student. The implication here is that faculty have neither the intellectual capacity nor the brains to reward students they see three hours a week for sixteen weeks. This order is unnecessarily time consuming and insulting.

I. Division Chairs and staff close their offices and are now required to attend Bacone Hour, a religious meeting. All faculty are "encouraged to attend." Attendance of students at this one hour event has noticeably dropped.

I. All faculty copy work has to be done in the copy center which is located in a building where few faculty members have offices. The building which houses most faculty offices has no copier, so to make one copy of something important faculty have to run down a flight of stairs, go to the 2nd building over, run up a flight of stairs, make our copy, and do the return trip.

There are three faculty offices, along with the administrative offices which have their own copiers, in the building that houses the copy center. The remainder of the faculty has offices in Barnett, yet no copier has been placed in that building despite the numbers disparity. The Athletic department got a new copier in the fall 2003. That Athletics got a copier and over-worked faculty did not send the message that faculty are unappreciated and not valued.

J. There is an obvious system of partiality toward certain faculty. For instance, one faculty member attends few meetings, misses a tremendous amount of class, takes her baby to class, and does not keep the required number of office hours, yet nothing is done to her; her salary remains high and continues to be paid even while she was on maternity leave and subsequent sick leave for her brain surgery incident. No faculty faults another colleague for such support but asks that such support be applied campus-wide and without the necessity to contest such health care provision as an employee benefit.

This open favoritism is demoralizing and grossly unfair. The administration, in opposition to its official code of ethics listed in the Faculty Handbook, singles out certain individuals for praise or castigation in open meetings such as the required Faculty Assembly. Many female faculty members are openly talked to in public meetings as if they were children should they venture to disagree with either the President or the Dean of Faculty.

K. There is a staggering disparity in faculty pay. The president's PH.D favorites make as much as \$60,000.00 a year or more while others make \$35,000.00 per year. The same holds true with Master's level faculty. Some make \$25,000.00 a year while others make considerably more. (These figures are approximate, but close). Faculty salaries are kept secret so the Bacone AAUP has no way to determine how wide the discrepancies actually are, but we recommend that this disparity be exposed.

K. A male, white, Ph.D. faculty member makes occasional racist remarks to students in class, teaches Catholic theology instead of appropriate subject matter, makes racists remarks to faculty in open meetings, is openly insulting to older faculty and regularly makes

derogatory remarks to them, and is rewarded with release time to write a book and with professional development money. Students are reluctant to take his classes or once enrolled, reluctant to stay in his classes. As of November 15, 2003, he had only three students remaining in his Modernization course, yet he is retained while other faculty who have the trust of the students and operate with full classes are dismissed. The word now currently being used is "Program Redirection", but it translates very simply as fire the old employees and bring in new ones who know nothing of the college mission, its esteemed traditions (Native American and Christian) and Christian values but who will support the new administration's orders unquestioningly because "I need the job". For this small load, the instructor should receive lower pay as Bacone policy demands, but it is doubtful that his salary has been affected.

N. If a Division makes a determination to grant achievement awards to students, the Dean of Faculty requires that lengthy justifications for each award be given. This sort of requirement undermines faculty judgment and beggars governance. The initial judgments are made in division consultation and subjected to a vote of the entire division. By that process the potential candidates for awards have been screened by several faculty. Requiring additional justification indicates that faculty judgments are flawed or somehow unworthy. Every faculty action done without the Dean's personal supervision must be explained, substantiated, justified, and argued. This demand exhausts faculty. It takes time we do not have, and it indicates that we are seen as incompetent and able to be manipulated by administration's agenda.

O. On April 8, 2004, Faculty Assembly met and voted down proposed general education curriculum changes. These changes had been a pet project of Brown, but the majority of faculty felt they were inappropriate and ill advised. When he saw the proposals had been defeated, Brown took off his jacket, began haranguing faculty, would not allow faculty to leave the auditorium. He kept faculty past five o'clock on Maundy Thursday and thus prevented some faculty members from attending church services that evening. He said he would have faculty meet every week until we approved the changes he wants. He actually threatened us.

His removing his jacket was intimidating. The jacket removal gave the impression that a possible fight was in the making. These actions clearly indicate that Brown totally disallows faculty input in academic affairs.

P. On Monday, April 12, 2004 at Faculty Affairs Committee meeting, Dr. Brown did not approve a Professional Development Fund proposal presented by the ad hoc committee on professional development. He took over the meeting and again harangued until we agreed to send the proposal back to committee. It is clear that if faculty do not do exactly what he wants, he will block all initiatives. Faculty simply do not have a voice. This Dean controls every feature of academic life.

Note Bene: The Academic Affairs committee determined that of the four candidates for advancement in rank, only two should be approved: Jason Murray and Leslie Guthrie. Brown ignored this decision. He refused advancement to Murray and allowed advancement for Russell Lawson, who received perhaps only one positive vote in AAC. Such actions underscore the point that faculty governance amounts to nothing. Brown keeps us busy with committee work, then ignores what we propose, and does whatever he wants to.

Q. It is impossible for Bacone Faculty Senate to operate because Duncan and Brown have been attending all its meetings since January 2003. They will not leave and they stay for the duration of the meeting. They make it impossible for any faculty member to speak freely. They also take over and monopolize discussions. Anyone who is critical of the administration loses his job, so no one **is willing to speak**. This reticence means that new faculty cannot be briefed on the true state of the college since faculty are unable to talk freely. Simply put, the work of the faculty as outlined in the Faculty Handbook has come to a stop. The work faculty traditionally do, such as determining the West, Kilpatrick, and Harman awards has been derailed and unnecessarily complicated. The Dean of Faculty objects to Faculty receiving awards and expends a great deal of energy thwarting their presentation.

R. Payment of professional development funds (\$500.00 per year per faculty member) are now paid arbitrarily. Professional development is required for all faculty, but reimbursed only to

the chosen. When funding is applied for and denied, the reason is given that "all of the money has been used up", when in actuality, the money is frozen and needed for college operating expenses.

S. The director of health science, a long time employee (11 years) who developed a nationally known and respected school of nursing has been harassed for over a year for "not being a team player." She, like Linville, cannot agree to the administration's playing around with the gen ed requirements for their own self-serving ends because the changes they wish to effect in the general education curriculum may jeopardize the health science programs' accreditation.

T. In late April or early May 2003, Faculty Assembly was told to elect a person from the faculty to represent them at the Inauguration and bring greetings from the faculty to Duncan, the new President. Faculty Assembly elected the Humanities Chair. This Chair was later called to Brown's office, told that Duncan did not want her to represent the faculty. He preferred Rosalyn Gates, the replacement for the fired Jewel Linville. The Humanities Chair agreed to that, but was hurt. Duncan's action here does clearly indicate where he stands on faculty governance. He will, and does, set aside anything the faculty do if he prefers to do otherwise.

U. In January 2003, Duncan and Brown wrote a letter to Dr. Watson and Humanities Instructor Jason Murray, the president of Bacone Faculty Senate, stating that the Oklahoma AAUP could not hold its January Executive Meeting at Bacone as they had requested. The letter further stated that Bacone AAUP members could not hold their meetings on the campus. Consequently AAUP chapter meetings are held off campus.

V. Duncan, possibly with Brown's knowledge, forged or altered an email ostensibly sent to a woman in Alaska from the Humanities Chair. The email was sent from the Chair's personal computer and apparently forwarded from the Alaska person to Duncan at his request. We do not know if the Alaska person or Duncan altered the message. When confronted with the falsified document, the Humanities Chair did send Brown a copy of her original, which on her machine can not be altered once sent, but no action was taken upon receipt of the original. The altered email was used to demote the Chair and place her on probation. Duncan and Brown, then knowingly used a forged document to injure their Humanities Chair.

Student Complaints:

Administration now requires students to pay ten cents a copy for materials copied or printed from computers in the library or elsewhere on campus. Heretofore these charges had been covered by student fees. The library's holdings are scarce, so it was thought only fair to allow the students free copying. Our students are very poor, and this sudden change in procedure presents a hardship.

Administration now will no longer buy back books for cash unless the student has withdrawn from the college. There is a paper transfer of credit.

Due to a reduced cash flow (recently created by recently settled law suit against the college and due to some faculty and administrators having disproportionate salaries), students were mandated to leave class and report immediately to the Business Office in order to reconcile their outstanding indebtedness to the college. The Chief Financial Officer, a white woman recently employed at the college, treated the students with such rudeness and disrespect that the students felt demeaned and said that such treatment was not characteristic of Christian conduct nor would it enable them to return to this college. Retention is a concern, but repeatedly students report receiving inappropriate treatment from personnel in the business office. One day even the special assistant to the president, Mike Chiesa, and another business office employee, Mindi Dardeen, came over to the health science building to take students out of class and escort them to the business office to take care of their financial obligations.

Occasionally fees appear on students' account statements suddenly with no prior notice and no explanation. When the students inquire about these additional charges, the president's reply is "The Board of Trustees authorized them." This pat reply extends even to faculty when they inquire about changes in college operations; furthermore, "THE BOARD MANDATED THAT THIS BE DONE OR I AM DOING SUCH AND SUCH WITH THEIR INSTRUCTION" are frequent explanations from the Dean of Faculty as well as the president. When these replies are carried to individual board

members, they indicate that they know nothing about said decision or action.

The Board hired this president who admitted to them at his interview that he "didn't even apply for this job." He boasted further that "I never have applied for any job. People just come to me with an offer of a job." This admission is partly true. It is certainly documented and true that Duncan did not send his vitae to the Board's Search Committee. Either his father or his immediate supervisor at Drew sent the Bacone Search Committee Duncan's vitae without his prior knowledge. The Board knew that when it hired him. The fact that a minister at Drew Theological Seminary participated in a possible deception of the Bacone Search Committee should be noted. It is not common for supervisors to rid themselves of valuable employees. Vitae submitted by a candidate's supervisor, or father, should raise questions and eyebrows.

The Board has been informed by several disgruntled employees that the president's decisions are often ill advised, yet it persists in rubber stamping his actions. The critical nature of Bacone's cash flow seem to justify the president's actions to the Board regardless of how unchristian, brutal, devoid of integrity, dictatorial, and fiscally unsound over the long haul that they be.

The Gen Getz Award was not paid to the student who won it in **May** 2003. He made a least two attempts to collect it and I was asked to justify it. The student met all the criteria and still did not get the money. One of the members of the Board of Trustees is the son of the lady whose name is on this award. Whether this board member knows of this situation is not known at this time.

Funds authorized for NASA, the Native American Student Association, expenses were not released in the fall of 2003, so there were no available funds to pay speakers for any of the organization's events the Native American Student Association sponsored for November 2003, American Indian Month. Native American faculty pay the speakers out of their own impoverished pockets.

This report represents only some of the events transpiring at Bacone College. There are financial irregularities involving some campus programs, but we do not have enough accurate information to report on these matters at the moment. The College needs assistance from some larger body.

Signed: President _____
 Vice-President _____
 Secretary _____
 Treasurer _____

Addendum One:

Persons making up the list of employed faculty members as of April 8, 2004:

Jyoti Abraham, Teresa Cash, Rosalyn Gates. Christy Larkin, Stephanie Stephens, W.E. Watson, Diane Adair, Nancy Diede, Leslie Guthrie, Tom Maxwell, Linda Strange, Alan White, Diana Bruns, Betty Donohue, Ruthe Jones, Francis Ozor, Pete Sullivan, Catherine White, Jeff Bruns, Layne Ehlers, Heesam Kang, Rosemary Reagan, Johathan Thomason, Jerri Stoutermire, Evon Ashley, Judy Garrett, Ann Shackelford, Larry Daylight, Russell Lawson, Billie Tower, Teri Edwards, Jason Murray

Addendum Two:

American Indians Fired, Pressured to Resign, or Had Their Jobs Eliminated since 2000:

Bill Fife, Ed Mouss, Joan Reynolds, J.C. Adair, Jean Kay, Mose Killer, James Nells, Betty Donohue, Kip Heth, Ollie Heth, Gloria Lovelady, Johnny Flynn, Lisa Van Hauen, Tom McKinney, Sybilla Hair, Leroy Soap, Ted Baker, Carman McKinney, Kathleen Jackson, Louie Jackson, Jerry Lowrey, Lawaunta Soap, Janice Walkingstick.

Indians who quit or retired because of issues with the administration:

Owen Sapulpa, Tom Moore, Wanda Bohannon

23 Total

3 Quit out of disgust

27 Total Indians removed for one reason or another

Non-Indian Faculty and High Level Staff Fired during Duncan's administration:

Bill Painter, Jewel Linville, Dave Norfolk, Marsha Murry, Barbie Brown, Karen Workentine, Beth Seim,
This list does not include the many coaches, IT people, and others Duncan has fired.

Among this list are Mike Spaeth (IT person)

Lois Webb- quit after being rudely treated by Chisea.

Mike Carrells

Clarence the bus driver

Ray the security man

Kelly Taylor in Journeycake Hall

The upshot of all these firings and forced resignations is that the faculty are demoralized to the point they are turning upon themselves. They do not know who they can trust and are fearful for their jobs. A literal reign of terror prevails at the College. When people are fired, their computers are sometimes seized or locked, they are locked out of their offices, accompanied out by security, and made to feel they are criminals. This is not a way to run a Christian liberal arts college which depends upon the good will of the faculty for its very existence.

