

The following shows stumbling blocks that have been unfairly placed in front of my advancement:

1. When Mr. Dutelle put in for promotion to associate professor, in his 2nd year of faculty employment, he was approved by the DRB on first review. When I put in for promotion, with a 16 year teaching record and in my 3rd year of UWP faculty employment, the DRB rejected my request giving as a reason that there was not enough evidence of teaching history. My DRB file contained teaching evaluations dating back to 1996 and 3 letters of support naming me as one of the most efficient and flexible instructors in UC Irvine's CJ department. After I pointed out the oversight my promotion was approved.
2. Again this January when I put in for tenure at the same time as Mr. Dutelle, Dr. Caywood favored Dutelle's request and argued that I should wait another year. Dr. Fuller told me that she advocated for me and said she would support both, Mr. Dutelle & Dr. Burton's request for tenure. This and my impeccable performance record may have swayed Dr. Caywood to give in and endorse both of us.
3. January 21, 2011 8:38:12 PM: email from me to Joe Lomax, former CJ department chair. "I would like to share with you a concern I have about the DRB outcome. I'm afraid that my evaluation score with "room to improve" will reduce my chance of gaining tenure and may even cause other problems for me in the future." "I do not think it is fair that I am artificially underscored so I have "room to grow."
4. January 23, 2011 1:18:46 PM: email from Joe Lomax to me. "I received and read your concern and I lean in favor of your argument. With your permission, I will forward this information to the other two members of the DRB and request that we meet and upgrade the evaluations to reflect your outstanding work as opposed to trying to calculate a future impression. Thank you for expressing how you are feeling. You already have one of the three DRB members in favor of the change." My score was never changed.