

Dr. Thomas Krise  
President  
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Dr. Ronald L. McNinch-Su  
SBPA 136  
UOG Station, Mangilao, GU 96923  
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April 20<sup>th</sup> 2023

Dr. Roseann M. Jones  
Interim Dean, School of Business and Public Administration  
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### STEP 3 GRIEVANCE DECISION


On March 28, 2023, the *Ad Hoc* Hearing committee was charged by Acting President, Randall V. Wiegand, to review, hear, and decide the Step 3 Grievance for Ronald L. McNinch-Su, under Article IX.1.3 of the UOG Board Union Agreement. The *Ad Hoc* Hearing committee met to hear the two parties on April 7<sup>th</sup> and followed up with our April 13<sup>th</sup> meeting to deliberate on the information and make our decision. Under mentioned Article above, we have decided that our final written decision will be to "grant an alternative relief that addresses the violations" listed in the Step One Grievance. The following decision was made by this committee:

1. The President's "Letter of Warning" is to be removed from Ronald L McNinch-Su's personnel file.
2. Instead, a "Letter of Concern" is to be addressed to Dr. McNinch-Su and a copy to his supervisor, the SBPA Dean, for SBPA Dean's office files. This letter of "grievance decision" shall also serve as the as a "letter of concern". In this "letter of concern" the committee notes and directs the following:
  - a. We conclude that Dr. McNinch-Su violated the Board Union Agreement Article IV.4.3. This Article affords faculty the freedom to communicate with the media without being subject to censorship or disciplinary action by the Administration, however, the section further states: "It is understood that unless authorized to serve as such, faculty members are not the official spokespersons for the University, and Faculty members have the duty to make it clear if and when they do not speak for the University". We believe that Dr. McNinch-Su's email was poorly worded, especially considering the dual audiences it was sent to, it was neither precise nor well thought out. This created an ambiguity that violates this Article because he did not make it clear in his email communications that he was not speaking on behalf of the University.

- b. We, as academic personnel, are also concerned with the flippant and informal tone in the email communication sent to students and members of the news media. The committee finds the tone and language used to lack the professionalism and gravitas we expect of an Associate Professor with decades of experience, when communicating with the public. We also note that as members of UOG academic community, we have a responsibility to exercise professional demeanor in our email communications with outside community members. We conclude this is a matter that should be given serious consideration in your professional CFES performance review.
- c. We note that email communication with students should be just with students and not mixed with other recipients.
- d. We note that the advice and recommendations for Dr. McNinch-Su's work performance and professional behavior should be under the purview of your supervisor, the SBPA Dean, and discussed as part of your CFES performance review.
- e. We recommend that the Dean of SBPA work with Dr. McNinch-Su and the rest of the Public Administration program faculty to develop a written plan or protocol with standards of conduct for the "Great Debate" activity, to be in effect by the next election cycle. This protocol should include a contingency plan for a course of action if only one candidate chooses to participate. This protocol should be made public so that candidates know they are being treated fairly.
- f. We note that it is also the purview of your supervisor, the SBPA Dean, to pursue the appropriate course of action if further or future correction is needed.
- g. We request that the President's office initiate the preparation of a standard disclaimer statement for UOG emails that notes "unless explicitly stated the sender is not speaking for UOG", for review discussion by the UOG community.

Copies of the presentations are attached. For further information please contact Dr. Vuki.


Sincerely,

Dr. Maika V. Vuki, Chair   
Maika V. Vuki - Apr 20, 2023 15:13 GMT-10

Dr. Rachael T. Leon Guerrero, Member   
Rachael T. Leon Guerrero - Apr 20, 2023 15:13 GMT-10

Dr. Laurie J. Raymundo, Member   
Laurie J. Raymundo - Apr 20, 2023 15:13 GMT-10

Dr. L. Robert Barber, Member   
L. Robert Barber, Jr. - Apr 20, 2023 15:13 GMT-10

Dr. John J. Rivera, Member   
J. Rivera - Apr 21, 2023 01:43 GMT-10