

Appendix Table A: Five formal complaints filed at UD by Gottfredson & Blits: Chronology of actions and actors

(Accompanies "Academic freedom as lived experience," in press, *Personality and Individual Differences*)

UD actions being grieved				Grievance process			
Internal committee empaneled	Committee event	Committee recommendation	UD administrative decision	Grievance/complaint filed	Hearings held	Report issued	Administration's response to report
<b>Case 1 Ban on grants from Pioneer Fund:</b>							
<i>Gottfredson &amp; Blits (through DE Chapter AAUP) vs. University of Delaware</i>							
11/22/1989	Throughout Spring 1990	4/19/1990 4/23/1990 (transmittal)	4/24/1990	9/17/1990	4/18/91 5/20/91	8/5/1991	8/5/1991
Faculty Senate's Research Committee		UD should ban Pioneer grants	President enacts ban	Step IV AAUP grievance (binding arbitration)		National arbitrator rules against UD (rescind ban)	Bound by arbitration
<b>Case 2 Recommendations against Gottfredson's promotion:</b>							
<i>Gottfredson vs. Ferretti, Hampel, Kaplan, Venezky (Dept Promotion &amp; Tenure Committee) and Martuza (Chair)</i>							
April 1989	11/6/1989	11/6/1989	11/6/1989	9/17/1990	2/22/1991	5/31/1991	6/21/1991
Department promotion & tenure (P&T) committee	Department meets to receive recommendation	Recommends against promotion	Department votes against promotion	Step III complaint to Faculty Senate's Welfare & Privileges (FW&P) Committee	P&T members refuse to attend	FW&P finds for Gottfredson, recommends redress	Provost rejects all claims, any redress
			1/24/1990				
			Chair recommends against promotion		Chair refuses to attend		
<b>Case 3 Threats to Blits's (co-author's) promotion:</b>							
<i>Blits vs. Ferretti, Hampel, Kaplan, Venezky (Dept Promotion &amp; Tenure Committee) and Martuza (Chair)</i>							
				9/17/1990	2/22/1991	5/31/1991	6/21/1991
The publications used to impugn Gottfredson's scholarly integrity were co-authored by Blits, so he faced the same bias in his upcoming bid for promotion.				Step III complaint to FW&P Committee	Chair & P&T members refuse to attend	FW&P finds for Blits, recommends redress & special P&T protections	Provost rejects all claims, any redress, any protection

Appendix Table A cont.

UD actions being grieved				Grievance process			
<b>Case 4 Gottfredson's Sociology of Education course stripped of credit for Sociology majors</b>							
<i>Gottfredson vs. Scarpitti, Chair, Department of Sociology and others</i>							
3/1/1990	5/23/1990	5/23/1990	5/23/1990	9/17/1990	5/10/1991	7/12/1991	8/7/1991
Sociology chair asks Undergrad Curriculum Committee to re-evaluate cross-listing for Gottfredson's course	Department meeting to consider recommendation	Undergrad committee recommends <i>not</i> to de-credit	Department votes to de-credit ("variability" among different sections)	Step III complaint to FW&P Committee	Chair refuses to attend	FW&P finds for Gottfredson, recommends redress	Provost requests department do-over; department finds new reason to strip Gottfredson's section of credit ("insufficient sociological content," despite being taught by sociologist [LG] using sociology textbook)
<b>Case 5 Continued harassment by Department chair</b>							
<i>Blits &amp; Gottfredson vs. Martuza</i>							
			May 1991	5/22/1991	7/25/1991		
			Chair alters teaching load load, lowers merit ratings, reclassifies juried research articles as service, assigns a co-defendent to chair Blits's P&T committee	Step III complaint to FW&P Committee	None, because Committee suspends operations		