

From: PHIL-FACULTY <PHIL-FACULTY@LISTS.BGSU.EDU> on behalf of **Michael Eric Weber** <00000368423333ee-dmarc-request@LISTS.BGSU.EDU>

Sent: Thursday, January 26, 2023 11:00 AM **To:** PHIL-FACULTY@LISTS.BGSU.EDU <PHIL-FACULTY@LISTS.BGSU.EDU> **Subject:** Ballot for vote on Shared Principles

Attached is a ballot for voting on the Shared Principles shared for the faculty meeting on Tuesday. As you'll see, you can either submit the ballot electronically to TiMikko or, for even greater anonymity, to the envelope in the office marked for this purpose on top of the filing cabinet to the left of TiMikko's desk as you enter the office). The deadline for submitting the ballot is 5 p.m. on Thursday, Feb. 2, 2023.

Michael Weber
Chair
Dept. of Philosophy
BGS

From: PHIL-FACULTY <PHIL-FACULTY@LISTS.BGSU.EDU> on behalf of **Christian L Coons** <0000056ca535fe48-dmarc-request@LISTS.BGSU.EDU>

Date: Friday, January 27, 2023 at 2:40 PM **To:** PHIL-FACULTY@LISTS.BGSU.EDU <PHIL-FACULTY@LISTS.BGSU.EDU> **Subject:** Re: Ballot for vote on Shared Principles

Dear all,

Please recall that Michael promised us in the last faculty meeting that he can prove the investigators solicited evidence from him or that at least they received evidence from him in the 2019 investigation into inappropriate and illegal hiring practices in our department. I call this the "fake investigation." Please do so, Michael.

For those who want important context, read on:

Thank you for finally allowing this to be addressed after I've complained about it non-stop for years. The meeting, and promise, were recorded. I record all of them now ever since you lied to the faculty about not knowing anything about illicitly booting me off the evaluation committee (illicit in two ways). I have to record them, because Dale Klopfer decided to "resolve" the situation by directing an untenured faculty member to re-write official notes of the meeting so the lie was not as bad. There are lots of other forms of abuse that were finally discovered after finally getting the chance to see the by-laws Michael was always lying about—especially during the hire Marcus and Dena investigated—violations they picked up on and I didn't even know about! Another example was Weber making Worley and I teach more classes than we should have given the by-laws. What was done about that? Nothing.

Why it matters to us, even if you think illegal searches and illegal cover-ups ["are ok"-sic]:

The "fake" investigation is important because --on no basis whatsoever, and contrary to all oral and formal statements by the dean university: Lou Katzer and Kevin Vallier barred me from sharing any information about Michael's alleged retaliation and misconduct at the Chair Succession committee

meeting --implying that the "fake investigation" addressed these matters. It did not, and no BGSU official EVER said it did—the contrary is true. Both before and after BGSU always insisted the retaliation investigation was still forthcoming (a year and a half after I filed the complaint!) or made no comment about it. BGSU's first and only official declaration on the matter the Provost's Sept 17, 2021 ruling that BGSU shall treat the McHugh report—necessitated by a state complaint—as the investigation of the matter. That's right by BGSU's own explicit accounting it took them over 3 years to even address an acknowledged and accepted retaliation complaint. How does that happen? I have no idea, you probably should not have dishonest deans and a Union that says these complaints have to be brought to the Dean first by BGSU policy.

Thus, in the summer of 2019. I correctly complained to the faculty that the retaliation charges still had not been addressed, though I was not permitted to mention this or note the charges at Chair Succession (or the one before, or the one that followed). . This was the second straight time this happened at Chair succession, and it happened a third time as well (the first and third times were by Ray Craig, when Klopfer took over for Craig, he simply refused to reply to complaints about Michael's abuse. I would guess this was due to inappropriate directives by the GC or the Provost. For whatever reason, it is wrong.

Unless Michael or BGSU has been illegally withholding relevant emails from state agencies, what he will send you is his narrative response to the background narrative for my retaliation complaint. In short, there were two narratives, and no evidence. Michael's is full of even more defamatory lies. You may see an email where Gardner submits evidence in violation of the Dean's directive, but listen to the later recording of the Dean, and he says they're "worthless" and must be thrown out as there's no way to tell she didn't "doctor" them before compiling them in a PDF (Craig and the investigators never asked her for non-PDF copies)

For example: Weber reports his abusive lying about me is explained by an incident where I raised my voice to Kevin Vallier--Weber presents it as some sort of random unhinged attack. But as Kevin and Brandon know—and the record clearly shows (see the evidence submitted to McHugh) I raised my voice at Kevin because I needed help with all bizarre lying Michael had done during and an equally bizarre, illicit, and dishonest job search. Kevin and Brandon worked to help me "expose Michael's lies" on the condition that I didn't do anything to jeopardize their Koch grant, and I kept that agreement. But they never helped. Instead, after it was signed: Kevin, Brandon and Lou reported the e-mails where I complained about how I may not speak about Michael's still uninvestigated abuse and false narrative. These emails--as crazy as it sounds--were presented as abuse of Brandon Warmke! And Dean Ciesla convicted me of it! During a grievance hearing I asked Ciesla to show me one email, any email that was abusive to Warmke—any. He could not. But Bill Balzer, stepped in (and slightly smiling) said "all of them, every one" Warmke's complaint even involves a fabricated/manipulated quote of me, trying to make me look dangerous, and he feigns that he's afraid of me physically harming him (I infer it was feigned because he knew exactly why I was right to complain, and he tried to meet with me just before filing his complaint; ironically I told him I was tired and scared to meet with people alone anyway—because of my experiences with Michael lying in meetings alone. Lies about Molly Gardner's sanity—that she just makes things up and never listens to him about her delusion that I tried to thwart her hire even when we had no other candidates left, and lies he told the whole department about me spreading an "extreme conspiracy theory" that Kevin somehow physically threatened Dr. Gardner. But don't take my word for it, take the 3 other faculty who left citing his lies and abuse. We're faculty starved, and it's all due to Weber. All asked, again and again, was for Michael to simply correct the record publicly, for

years. I finally reported him, and all this happened. There were 3 other faculty at the time who could have served. Somehow BGSU thinks only THAT man can serve as Chair and they won't even meet with faculty to discuss his misconduct during ANY chair evaluation since before 2018--I'd have to check my records, but I think the last time was 2016.

Thank you, sorry for the long email.

Christian

Christian Coons
Associate Professor of Philosophy
Bowling Green State University

From: Brandon Dean Warmke <bwarmke@bgsu.edu>
Sent: Friday, January 27, 2023 2:43 PM
To: Christian L Coons <clcoons@bgsu.edu>; PHIL-FACULTY@LISTS.BGSU.EDU <PHIL-FACULTY@LISTS.BGSU.EDU>
Subject: Re: Ballot for vote on Shared Principles

Christian: Please see my two emails to you dated October 24, 2022 requesting that you not email me again about these matters.

Brandon Warmke
Associate Professor
Department of Philosophy
Bowling Green State University
www.brandonwarmke.com

From: PHIL-FACULTY <PHIL-FACULTY@LISTS.BGSU.EDU> on behalf of Christian L Coons <0000056ca535fe48-dmarc-request@LISTS.BGSU.EDU>
Date: Friday, January 27, 2023 at 6:38 PM To: PHIL-FACULTY@LISTS.BGSU.EDU <PHIL-FACULTY@LISTS.BGSU.EDU>
Subject: Re: Ballot for vote on Shared Principles

Sorry everyone,

I tried to ask for Brandon's preferences about this as respectfully as possible. I'm really sorry to EVERYONE for years of this. I can assure you I am usually punished. I have to do this because the university investigates nothing, ever. They refused, for 5 years to investigate whether any evidence was used in this investigation, then had someone doctor files, then have me disciplined for it. All I have ever asked for is for the truth to come out so I can safely do my job. I'm sorry for adding all those extra details involving Brandon and Kevin, it was to try to stress how important this is. Schendel Disciplined me for

trying to get this addressed. Can we please just finally tell the truth and end this mess for everyone? Ellen and Michael please let us know if you've been asked to do anything inappropriate by a superior.

Every administrator I've ever asked to investigate this ignored me or punished me. This all ends now. Please. Our department and the people in it have been destroyed by the worst collection of administrators I've ever heard of at any university.

Christian Coons
Associate Professor of Philosophy
Bowling Green State University

From: Ellen Schendel <eschend@bgsu.edu>
Sent: Friday, January 27, 2023 4:30 PM
To: Christian L Coons <clcoons@bgsu.edu>
Cc: Sara Ann Bushong <sbushon@bgsu.edu>
Subject: RE: Ballot for vote on Shared Principles

Christian,
Your behavior continues to create an intimidating, hostile, offensive, or abusive work climate for others in violation of the collective bargaining agreement and University policy. The email below to your colleagues yet again berates them. You must stop sending such emails.
Ellen

Ellen Schendel
Dean
College of Arts & Sciences
Bowling Green State University

From: Christian L Coons <clcoons@bgsu.edu>
Fri 1/27/2023 5:58 PM
To: Ellen Schendel <eschend@bgsu.edu>
Cc: Sara Ann Bushong <sbushon@bgsu.edu>; Dena Elisabeth Eber <deber@bgsu.edu>; Marcus Landon Sherrell <msherr@bgsu.edu>

Dear Sara and Ellen,
I tried to send the most respectful response to Dr. Warmke possible under the circumstances. I will forward it to you. I realize it would ordinarily be disruptive to send emails like this. But I reported the relevant illegal activity to you BOTH before. Ms. Bushong ignored me. And Ms Shendel had me disciplined with no due process for emails trying to get this very matter investigated—she will not even tell me which emails they were when I asked her. Sherrel and Eber seemingly have never been entitled to speak or be interviewed about the matter. That suggests a possible crime and not just

illegal conduct if they really are not entitled to speak about it. Weber's promise in the meeting was a godsend, finally someone will end this fiasco! For everyone. I wrote the email to make sure it happened—he committed to it. And good for him for doing so. I hate more than anything that I have to write letters like that. I have nowhere else to go. Both of you refused to do anything about it. Will you now? I've waited years. I can prove this illegal conduct—will you let me? You both said no before, in the form of no reply.

Thank you,
Christian
Christian Coons
Associate Professor of Philosophy
Bowling Green State University

From: Kevin Douglas Vallier <kvallie@bgsu.edu>
Sent: Friday, January 27, 2023 9:52 PM
To: Christian L Coons <ccoons@bgsu.edu>; PHIL-FACULTY@LISTS.BGSU.EDU <PHIL-FACULTY@LISTS.BGSU.EDU>
Subject: Re: Ballot for vote on Shared Principles

Christian,

Stop sending me these emails. I have asked you before and I am asking again.

Kevin

From: PHIL-FACULTY <PHIL-FACULTY@LISTS.BGSU.EDU> on behalf of Christian L Coons <000056ca535fe48-dmarc-request@LISTS.BGSU.EDU>
Sent: Saturday, January 28, 2023 11:56 AM 1 of 6 2/15/2023, 2:05 PM
To: PHIL-FACULTY@LISTS.BGSU.EDU <PHIL-FACULTY@LISTS.BGSU.EDU>
Subject: Re: Ballot for vote on Shared Principles

At some point please try to tell me the type you don't want, Kevin. I'm being sincere here.

Obviously I am allowed to report abuse that has not been addressed. Almost half the faculty don't know the details --any time I try to tell the department I'm disciplined or threatened with discipline. Now I can't even direct dissertations. This was pressing now because I've recently been disciplined this winter break, 2 times --with no due process--for emails the Dean won't even share, even when I asked for them afterwards! That's insane, obviously. All of this is related—and everything in our department has been related--to this "fake investigation" --like most things this was extreme abuse by administrators that caused the ground offenses in our department. We should rally together and end this. As you well know, I fastidiously protected your reputation outside the department prior to this illegal cover-up—no one at the university will even address this complaint for YEARS--I was again punished for trying to press the

issue. I have to go public when I'm just abused and lied about for years, and the Admin covers it all up. Right? What else am I supposed to do? Can we please rally together to actually solve the problems rather than playing interference/retaliation for administrators who—at best-- do not do their jobs?

Michael promised he'd let us look into this anyway, it was part of the meeting you missed. The meeting was fine, it was not particularly contentious. Can we finally get this done? Everyone knows BGSU lied about this, and destroyed our department in the process. None of this would have happened if people were simply capable of being honest and transparent. Think of how I get abused just because I asked to view the dossiers of our campus interviewees. How was I supposed to know that there's a rule I can't see them?! Share the dumb rule, and I won't ask for them. Instead, I get puzzled, ignored, have to file a complaint—and to cover it all up the Provost fabricates that I'm some sort of crazy person who demanded "secret lists" and never asked to see the dossiers. That is cruel bullshit. And you know damn well I'd fight for you if that happened to you. I sure would not threaten to report your email for discipline when you tried to get help. It has to be here, because I have nowhere to report anything, everything is ignored by all reporting agencies, there are no rules at BGSU.

-C

Christian Coons
Associate Professor of Philosophy
Bowling Green State University

To: PHIL-FACULTY@LISTS.BGSU.EDU <PHIL-FACULTY@LISTS.BGSU.EDU>; Christian L Coons
Cc: Ellen Schendel <eschend@bgsu.edu>; Dale S Klopfer <klopfer@bgsu.edu>; Sara Ann Bushong
Re: Ballot for vote on Shared Principles Christian L Coons <clcoons@bgsu.edu>
Sun 1/29/2023 11:31 AM

Dear All,

This is the last email I'll send:

Again. I was simply trying to explain why it is important that Michael come through—as he said he would—to allow us to address the administration's prime lie that tore this department apart. A lie of incredible importance not just to this department, but to the health of the school. The sunlight would help me get me out from under years of abuse. Ms Schendel, by the way, is threatening to punish me for these emails. So, please note I'm merely making statements about misconduct. Directly bringing these things forward to you to address and resolve is actually a kind of paradigm of interpersonal respect. Punishing members of the community for making statements about others misconduct—when it is true, unacknowledged, and serious, is --as a conceptual truth-- retaliation. The only way any formal action could be relevant here is to determine who is telling the truth, and act accordingly: punish me or punish them. But who said every stupid thing around here requires discipline from dishonest administrators who tore this place apart? People can just "let things go" --right? Yeah, that's a normal, often preferred solution. One side asks for an admission and apology, and the victim receives both. Brandon demanded just that when he publicly demanded I apologize for not noting he once TA'd a history class. I was not

aware he had. What happened? *I apologized*.. No one has ever explained why all this happened to me, or admitted a thing.

Can you imagine what it's like to report victimization to your peers to be addressed and no one ever says anything, ever? Instead the Dean just swoops in and suggests she's about to discipline you for "disrespect"! Seriously, think about it. Is it disrespectful because I should report it to her first? No. She Won't allow any of it to be addressed. And going and running to the Dean when we should be better at first trying to respectfully address these things ourselves, is a bad institutional policy anyway.

-C

Christian Coons
Associate Professor of Philosophy
Bowling Green State University