

[REDACTED]

---

**From:** Hanna, Bashar  
**Sent:** Thursday, May 07, 2015 3:15 PM  
**To:** Hunt, Tracy; Brosnan, Joseph  
**Cc:** [REDACTED]  
**Subject:** [REDACTED]

Dear Tracy,

As dictated in Article 18.1.3 of the CBA "The VPAA/Dean of the Faculty's independent review..." such an independent review was performed.

The compelling reason for the VPAA/Dean of the Faculty's recommendation is detailed in article 12.6 "(1) Sustained demonstrated and distinguished scholarship, excellence in teaching and dedicated community/professional service over an extended period years at the rank of associate professor, will justify the awarding of this rank (professor)" ... . Dr. McPherson's portfolio did not demonstrate "sustained and distinguished scholarship...over an extended period of years at the rank of associate professor" hence the the recommendation to not endorse the promotion application to full professor.

As far a due process, which is outlined in the CBA, Dr. McPherson was afforded the same due process, that the university's administration and the faculty have consistently utilized in past years. If the DVU-AAUP wishes to pursue such due process objection then we must reexamine all the P&T decisions of this past year and maybe previous years because this identical process has been repeatedly followed. It is curious that DVU-AAUP is now objecting to a process that has been practiced for almost 20 years.

Regards,  
Dr. Bashar W. Hanna  
Vice President for Academic Affairs and  
Dean of the Faculty  
Delaware Valley College  
Doylestown, PA 18901  
(215) 489-2910  
[www.delval.edu](http://www.delval.edu)