



OHIO UNIVERSITY

Office of the President

February 12, 2019

Cutler Hall
1 Ohio University
Athens OH 45701-2979

VIA EMAIL

delfin bautista
delfinwbautista@gmail.com

Dear delfin,

I have reviewed the February 4, 2019 grievance of non-renewal that you submitted to me in accordance with University Policy 41.011. I have also reviewed the materials that were submitted with your February 4 submission. After thorough review of your grievance and for the reasons detailed herein, I must respectfully deny your grievance.

Initially, I want to thank you, sincerely, for your contributions to both the University and the community. I believe you have done and will continue to do meaningful things; I very much admire your passion.

I also want to thank you for your acknowledgement of my commitment to diversity. As you know, I see the promotion of tolerance, respect, and inclusion to be a top mission of this University. Ohio University must establish an environment where difference in all of its forms is welcomed and celebrated. The first strategic pathway under my presidency is the continuation of our efforts to be a national leader in the area of diversity and inclusion. In my inaugural address as president I announced the creation of the position of Vice President of Diversity and Inclusion, elevating the role of diversity and inclusion at this institution. Subsequently, the University selected a qualified candidate to undertake the responsibilities of this critical role. In short, as you graciously acknowledge, I am committed to continual improvement of Diversity and Inclusion.

Improvement necessarily involves change, which is imperative as we strive for a broader vision. I have confidence in the Vice President and I believe she must have the discretion to make changes in order to realize our common goal of improving the University's commitment to diversity and inclusion. Unfortunately, as in your case, changes sometimes involve personnel decisions.

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As you are aware, a decision not to renew is not a termination for cause. Rather a decision not to renew is based upon the needs of the University as determined by appropriate University leaders. These decisions are never easy and are sometimes controversial. But these decisions are an inherent and indispensable prerogative of the administration. Your grievance outlines reasons why you perceive the exercise of this prerogative as unfair. Further, the grievance communicates your belief that you were not as politely treated as you think you should have been. Collectively, however, your grievance merely critiques your personal disagreements with the Vice President and wrongly suggests improper motives on the Vice President's part. Your grievance does not, however, identify any flaw in the process employed in your case.

Accordingly, because University Policy 41.012 was not violated and you were notified of non-renewal in a timely fashion, your grievance to my level is denied.

Sincerely,

A handwritten signature in black ink, appearing to read "M. Duane Nellis". The signature is written in a cursive, flowing style.

M. Duane Nellis, Ph.D.
President

cc: Dr. Gigi Secuban, Vice President for Diversity and Inclusion