

CALUMET

VICE CHANCELLOR OF ADMINISTRATIVE SERVICES

January 17, 2012

Dr. Maurice M. Eisenstein



**Re: Response to November 21, 2011 Public Records Request**

Dear Dr. Eisenstein:

This letter is in response to your November 21, 2011 public records requests received *via* e-mail.

REQUEST: . . . [a]ll communication, written and electronic, between Professor Kathy Tobin and all other PUC faculty and students over the past twenty years that in any way concern me, Prof. Maurice Eisenstein. In particular “complaints about Eisenstein from students” . . . [T]his request includes any communication concerning me that Prof. Tobin has had with other students and with other professors . . . [a]lso requesting any complaints that Tobin has filed against me during that period with administrators.

**RESPONSE: Granted in part and denied in part. Documents responsive to this request are enclosed herewith. Identifying information regarding students has been redacted pursuant to Indiana Code § 5-14-3-4(a)(3), those required to be kept confidential by federal law. The specific federal law is 20 U.S.C.A. § 1232g, the Family Educational Rights and Privacy Act. These are the only records located to the date of this letter.**

Sincerely,

A handwritten signature in black ink, appearing to read 'J. K. Johnston', written over a horizontal line.

J. K. Johnston  
Vice Chancellor – Administrative Services

cc: Deborah B. Trice, Esq.  
602441.1

## Kathleen Tobin

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**From:** Kathleen Tobin  
**Sent:** Friday, November 11, 2011 8:57 AM  
**To:** Alan Spector  
**Subject:** FW: Dr. Eisenstein and the Purdue Calumet Political Science Department

fyi

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**From:** Richard Rupp  
**Sent:** Fri 11/11/2011 6:43 AM  
**To:** Nicky Jackson  
**Cc:** Miriam Joyce; Joseph Bigott; April K. Clark; Frank Colucci; George Hong; Saul Lerner; Valentino Martinez; Meg Rincker; Tanya Stabler; Wendy ST. Jean; Kathleen Tobin; lee  
**Subject:** Re: Dr. Eisenstein and the Purdue Calumet Political Science Department

Good Morning Everyone:

I hope to meet with the Chancellor today and I would like to propose that we meet with him next week to discuss this extremely serious situation. Given the gravity of the issues I think we may need to be willing to cancel a class or two if it means that we can all be in attendance.

I'll get back to you

Richard

On Nov 11, 2011, at 5:15 AM, "Nicky Jackson" <[nicky@purduecal.edu](mailto:nicky@purduecal.edu)> wrote:

I made a typographical error in the line about the state fair. It should read "he made a comment about (how) blacks should not be allowed...."

Nicky All Jackson, Ph.D.  
Associate Professor of Criminal Justice  
Department of History and Political Science  
Purdue University Calumet  
Hammond, IN 46323-2094  
219.989.2352 (direct line)  
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**From:** Nicky Jackson  
**Sent:** Fri 11/11/2011 5:11 AM  
**To:** Miriam Joyce; Chad Steacy; Richard Rupp  
**Cc:** Joseph Bigott; April K. Clark; Frank Colucci; George Hong; Saul Lerner; Valentino Martinez; Meg Rincker; Tanya Stabler; Wendy ST. Jean; Kathleen Tobin  
**Subject:** RE: Dr. Eisenstein and the Purdue Calumet Political Science Department

Hello everyone,

As you read in one of my facebook responses to Maurice, I am extremely offended by his comments to his own posts. There are so many offensive comments he has made to Muslims, women, and African-Americans. While I agree that we all have the right to speak freely, we do not have the right to use our classrooms as a platform to spew such anti-Muslim, anti-women, anti-African American hatred.. Our students deserve so much more than this. There have now been posts, including recordings, of his lectures on facebook. I am even more bothered now than I was when I read his comments. He says in one of his lectures that "Muslims kill, that's just what they do... it's their norm." He also posted on facebook a comment about blacks should not be allowed into the Wisconsin State Fair as this would reduce crime at the fair. Believe me, this goes on and on. As of Wednesday, when the students began their protest, he removed all but a few posts, including ones in which he calls Muslims barbarians.

As your colleague, and as a Muslim, I am so angry and so offended by his comments. I do not know what the answer is to this, but I clearly believe that there needs to be some investigation into this type of "teaching." Would it be prudent for us to discuss this as a faculty in this department? I do know that we have policies on campus addressing civility and anti-harassment issues. As many of you are aware, the news has been covering the student protest. Maurice has made it very clear that he is the "victim" here and that these students are protesting because he is Jewish. I have been following the student comments and posts on facebook and they are stating very clearly that their complaint is what he is writing on his facebook page (which he said on television was private, yet it was not) and what he is saying in class about these minority groups. We all have a responsibility to our students to give them the best education possible. Classroom discussion and debate are vital to learning, however, when we constantly make remarks against certain populations and expect students to buy into our beliefs, we have not performed adequately nor professionally. Every professor and student is allowed to have their own beliefs and values, event to discuss them, yet we should not be permitted to spew such hatred and ignorance in our classrooms.

I look forward to hearing your thoughts and comments.

Nicky

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**From:** Miriam Joyce  
**Sent:** Thu 11/10/2011 2:06 PM  
**To:** Chad Steacy; Richard Rupp  
**Cc:** Joseph Bigott; April K. Clark; Frank Colucci; George Hong; Saul Lerner; Valentino Martinez; Meg Rincker; Tanya Stabler; Wendy ST. Jean; Kathleen Tobin; Nicky Jackson  
**Subject:** RE: Dr. Eisenstein and the Purdue Calumet Political Science Department

I too am offended by Professor Eisenstein's remarks. Of course, his right to freedom of speech is protected. Therefore, I shall exercise my right to free speech by suggesting that students do not take his classes!

Miriam Joyce

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-----Original Message-----

**From:** Chad Steacy [<mailto:steacychad@gmail.com>]  
**Sent:** Wed 11/9/2011 11:52 PM  
**To:** Richard Rupp

Cc: Joseph Bigott; April K. Clark; Frank Colucci; George Hong; Miriam Joyce; Saul Lerner; Valentino Martinez; Meg Rincker; Tanya Stabler; Wendy ST. Jean; Kathleen Tobin; Nicky Jackson

Subject: Dr. Eisenstein and the Purdue Calumet Political Science Department

Dear Dr. Rupp, et al.,

I'm writing to share an issue that I believe may be of concern to your department. This past weekend, I witnessed a series of public online posts made by a colleague of yours, Dr. Eisenstein, on Facebook. Attached please find screenshots of these posts. Additionally, below are some of Dr. Eisenstein's statements from these posts worth highlighting:

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"...the number one people who want to kill Jews are Muslims [sic]."  
"Islam and the Arabs are out to embrace and love the Jews. What a joke. They only want to kill me."  
"...they are dogs to me."  
"I found this to be a big mistake when the Nazis and the Arabs were not taken seriously."  
"...the idiot Mohammed, may his name be cursed."

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I have three concerns with Dr. Eisenstein's comments and conduct. Briefly:

1. These comments lack the critical nuance befitting a professor. By associating an entire religious group of one-billion people with the Nazis and a desire to kill Jews, as well as describing all of them as "dogs", Dr. Eisenstein has advanced knowledge (theories?) of extremely low quality.
2. Dr. Eisenstein's comments were completely public. I am not a "friend" of Dr. Eisenstein on Facebook, nor am I a "friend of a friend" of his; in other words, there was no way for me to have seen Dr. Eisenstein's comments except that he published them for the public at large. Of particular interest to you, his affiliation with Purdue University and your department were public as well.
3. Perhaps most troubling to me was Dr. Eisenstein's conduct in these discussions. Faced with people who expressed offense, he increased the insulting tone of his rhetoric; faced with people who presented thoughtful contradictory arguments, he resorted to ad hominem attacks and short obfusatory quips instead of responding rationally. Not only is this rather embarrassing behavior for a member of the academy, it also calls into question how respectfully Dr. Eisenstein conducts the classes he teaches as well as how fairly he assigns grades. I think it would be fair to characterize Dr. Eisenstein's presentation of himself in this forum as "bullying". If these behaviors are indicative of his performance as an instructor, the department is doing a disservice to students who deserve a thoughtful and respectful learning environment.

Thank you for your attention to this matter. Dr. Eisenstein must be allowed to have whatever views he wishes when it comes to his private life; if these views are racist, hateful, or just silly, that is his right. However, when he publicly displays behavior that calls into question his ability to deal with students and that, like it or not, is associated with an entire academic department, I believe that department has a right to know.

Sincerely,

--  
Chad Steacy  
Ph.D. Student & Instructor  
Athens, GA 30602  
[steacychad@gmail.com](mailto:steacychad@gmail.com)

## Kathleen Tobin

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**From:** Kathleen Tobin  
**Sent:** Friday, November 11, 2011 1:47 PM  
**To:** PUC Social Justice Club  
**Subject:** RE: Today's SJC Meeting

Hi

I wish I could attend, but I'm in the middle of moving and can't get away. It would be great to get in touch with past students. This has been going on forever, and people who could have done something about it should be held accountable. I think current students are afraid to say anything for fear of retribution.

My advice would be to send any petitions, testimonials, tapes, etc. directly to the Chancellor and/or Vice Chancellor Rogers. Nothing seems to get done at the dept. level.

Hope this helps a little. Keep up the good work on this.

Kathy

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**From:** PUC Social Justice Club [mailto:sjcpuc@gmail.com]  
**Sent:** Fri 11/11/2011 1:10 PM  
**To:** Kathleen Tobin  
**Subject:** Today's SJC Meeting

Hey, Dr. Tobin --

I saw your message on Facebook about how the university plans to meet concerning Eisenstein. Would you be able to attend today's meeting at 3pm in SUL 317? We plan on strategizing on a way to get current and past students to voice their grievances about Eisenstein, and if you know of a way that those grievances can be directed towards the right administrative people, it would be very helpful.

Many students are obviously pulling to get this bigot out of the university asap, but we have to organize smart in order to ensure that the energy doesn't die off and our efforts aren't in vain. In any way that you can assist, it is greatly appreciated.

Thanks,

SJC

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"I believe that there will ultimately be a clash between the oppressed and those that do the oppressing. I believe that there will be a clash between those who want freedom, justice and equality for everyone and those who want to continue the systems of exploitation."

Malcolm X, on revolution

PURDUE UNIV CALUMET SOCIAL JUSTICE CLUB (SJC)

An anti-racism, anti-imperialist, pro-working class organization on PUC campus since 2002.

Fall 2011: SJC meets every Friday from 3PM - 4:30PM in SUL, Room 317.

EMAIL: [Sjcpuc@gmail.com](mailto:Sjcpuc@gmail.com)

FACEBOOK: "SJC PUC: Fighting for Global Social Justice" <http://www.facebook.com/group.php?gid=5671516644&ref=ts>

MYSPACE: [www.myspace.com/sjcpuc](http://www.myspace.com/sjcpuc)

## Kathleen Tobin

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**From:** Nicky Jackson  
**Sent:** Monday, November 21, 2011 4:29 PM  
**To:** Kathleen Tobin  
**Subject:** RE: Formal complaint

Kathy,

I did use the harassment policy as a basis for my complaint. I sent mine to the Chancellor early this morning.

I completely understand and respect your concerns about sharing your letter. I think what is most important is that we, as a campus community, are tired of his racist and sexist remarks. It is so sad that we have subjected our students to his abuses for so long. He needs to be stopped! I could not listen to most of his "lectures" as they were just horrifying! As one of our colleagues wrote to me, "his lack of knowledge is staggering!"

Thanks for your support of our students. I think our campus is finally on notice and, hopefully, a positive outcome will occur.

Regards,

Nicky

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**From:** Kathleen Tobin  
**Sent:** Mon 11/21/2011 2:08 PM  
**To:** Nicky Jackson  
**Subject:** RE: Formal complaint

Hi Nicky,

Here is what I could find on hostile work environment (look under harassment definitions):  
<http://www.purdue.edu/policies/ethics/iic1.html>

Hope this helps. I'm uncomfortable sharing my letter with anyone but the Chancellor, as this is such a touchy thing for me. I'm sure whatever we write will help him. Thank you so much for moving this forward.

Kathy

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**From:** Nicky Jackson  
**Sent:** Sun 11/20/2011 5:07 PM  
**To:** Kathleen Tobin  
**Subject:** RE: Formal complaint

Kathy,

Did you complete your letter? He wanted these last week. I am working on mine now for submission tomorrow to the Chancellor. If yours is done, would you send it to me? I want to make sure that I don't miss something. The Chancellor kept suggesting a hostile work environment, but I can't find a specific policy on that. Do you know where it would be found?

Thank you,

Nicky

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**From:** Kathleen Tobin  
**Sent:** Sat 11/19/2011 4:26 PM  
**To:** Nicky Jackson; George Hong; Wendy ST. Jean; Miriam Joyce  
**Subject:** RE: Formal complaint

Thank you, Nicky. I've started my letter and am scheduled to meet with the Chancellor next week.

It seems best to do it individually. There may be some common examples, but each one of us may have more.

Kathy

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**From:** Nicky Jackson  
**Sent:** Sat 11/19/2011 7:36 AM  
**To:** George Hong; Kathleen Tobin; Wendy ST. Jean; Miriam Joyce  
**Subject:** Formal complaint

Hello all,

I just wanted to update some of you on what is happening within the department regarding the Eisenstein matter. I met with the Chancellor on Tuesday and he suggested that if we wanted to file a formal complaint (this goes directly to him), we should move on this rather quickly. I will be sending mine today.

Miriam and I spoke about writing one complaint from the department. However, it appears that we are not all on the same page. Saul agreed to write the complaint. He showed me a copy of the complaint and his remedy of an "investigation" is not what I want. I explained to him that we already have an investigation underway. Moreover, we have had MANY investigations, which have led us nowhere. He stood by his letter, which is absolutely fine. But, he thought if we all had our own opinions, maybe we should write separate letters of complaint. I agree.

When I spoke with the Chancellor, I told him that I was going to write about Eisenstein's blatant racist and sexist comments and remarks in and out of the classroom. However, he stated that our focus should be based on substance and not emotion. I agree with that. So, my complaint will be about his bigoted remarks AND substantive issues. Particularly, in reviewing the documents, I think we have a strong case in terms of a "hostile work environment" and violating the "civility" code at PUC. Keep in mind that to prove a hostile work environment, we must show a pattern of behavior, not one isolated event. I plan on addressing the departure of Craig Hammond and the "foot out the door" of Frank Colucci. Also, how a secretary had to be sent to another department. How many more people are we going to

lose, including students, because of this man? Enough is enough.... time for change and progress.... time for faculty solidarity and student growth.

The Chancellor really needs these letters yesterday, so if you plan on writing a letter to him, keep that in mind. I will email mine to him later today.

Here is my cell number (219.728.8400) if any of you have immediate questions.

Thanks,

Nicky  
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## Kathleen Tobin

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**From:** Kathleen Tobin  
**Sent:** Wednesday, November 23, 2011 10:40 AM  
**To:** Colin Fewer  
**Subject:** RE: Professor Eisenstein

Hi Colin,

The meeting went well, though he couldn't give details on what has been done so far. He did say he is acting on it, but that could mean anything.

This was my first real interaction with him, and I am impressed so far. I told him that I trust him to make the right decision, and felt it best that he be informed. I said I heard others had contacted him, but he couldn't comment on details regarding that.

We'll see.....

Kathy

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**From:** Colin Fewer  
**Sent:** Wed 11/23/2011 7:11 AM  
**To:** Kathleen Tobin  
**Subject:** RE: Professor Eisenstein

Hi Kathy, Did you talk to Keon? Is he doing anything??

Colin

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**From:** Kathleen Tobin  
**Sent:** Sun 11/20/2011 4:14 PM  
**To:** Colin Fewer  
**Subject:** RE: Professor Eisenstein

Hi Colin,

I forwarded the form and procedures for filing a complaint to some students and it looks like some are taking that path for incidents that have happened over the past 120 days.

It seems administration might be considering all complaints on some level, including those related to years past. I don't know this for sure, but have a meeting with the Chancellor scheduled for this week.

A couple students have asked me for guidance, but I haven't been involved and only stopped by Thursday after class to see if the forum was actually taking place. In the past when they've complained, I've advised they report him to the department head. I'm not sure how this semester's developments unfolded. I had given up hope on anything being done long ago.

Hope this helps-

Kathy

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**From:** Colin Fewer  
**Sent:** Sun 11/20/2011 11:27 AM  
**To:** Kathleen Tobin  
**Subject:** FW: Professor Eisenstein

Hi Kathy,

So, Nicky Jackson and I, and probably you and others, have been trying to helpfully advise students about where and how to file complaints about Eisenstein. We're not all on the same page about how to go about it. Based on my reading of Purdue policies, I've been telling them to file complaints to the AA/EEO officer based on the antiharassment code. Nicky met with Keon last week and was told that formal complaints from students and faculty should be directed to his office, but he didn't indicate how they should be formatted (antiharassment, b-48 or whatever). Do you have a perspective on this? What have you been telling them?

Thanks!  
Colin

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**From:** Nicky Jackson  
**Sent:** Sat 11/19/2011 10:16 PM  
**To:** Colin Fewer  
**Subject:** RE: Professor Eisenstein

Colin,

Thank you for your response to my email. I am a bit confused and hope I have not misadvised students. I met with the Chancellor on Tuesday and he "suggested" that the best route for us (faculty and students) is to file a formal complaint against ME. Richard Rupp was at the meeting as well. On Thursday, Richard reminded me that I need to get these "formal complaints" together quickly to the Chancellor. Your email to \_\_\_ and \_\_\_ suggest taking the AA/EEO route, but this is not what Chancellor Keon suggested. Can we file complaints to both Chancellor Keon and AA? This is very confusing...

After reading the posts and listening to his lectures, I contacted a professor at the University of Delaware who is a leading expert on faculty issues of freedom of speech. She stated that there are a few things to think about: one, he has a right to speak about his opinions, two, if he spends a majority of his class "lecturing" based on opinion and not academic fact, there is opportunity for dismissal under AAUP faculty responsibilities; three, his "publications" need to be reviewed, and if they are based on opinion rather than truth, he can be terminated based on fraud.

Do you believe he could be disciplined based on what he was writing on his fb posts, as he posted his affiliation with PUC and our department? Also, can he be disciplined for lying? We have a student "academic dishonesty" policy, but do not seem to have one for faculty (or do we?).

I listened to about 10 minutes between two audios, yet, could not finish listening to his "lectures." They are so disturbing and full of misinformation. I received an email today from an untenured member of our faculty. In that letter, she makes a very strong point in that ME's lack of knowledge is staggering. Students have told me that they steer clear from his classes. I have also been told that we lost a strong candidate because he harassed her during her presentation. This professor stated that a letter was sent to the former Chancellor regarding his bullying of this candidate. In addition, we lost a faculty member due to his constant harassment from ME. Another faculty has his "foot out the door" due to ME's harassment of him. This is intolerable behavior, on many levels. I have meetings all day Monday and Tuesday and I need to get this letter done tomorrow. I will review the documents you suggest and see what I can do.

I have told my colleagues and students to file a formal complaint, as instructed by the Chancellor. Let's see what happens.

Regards,

Nicky

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**From:** Colin Fewer  
**Sent:** Sat 11/19/2011 9:36 PM  
**To:** Nicky Jackson  
**Subject:** RE: Professor Eisenstein

Hi Nicky,

Thanks for getting in touch. Sorry we have to meet in these circumstances. After going to the forum, reading the facebook posts, and listening to the lecture recordings, I think there's good evidence that ME has violated the antiharassment code as well as the duties of a tenured faculty member as defined in university procedures. Based on my reading of procedures, there are basically two official channels to follow. The "quick" route is for those with standing to file complaints with the AA/EEO officer, who now reports directly to the chancellor. This process gives the chancellor a lot of leeway to find fault and impose sanctions (including termination), but only those who have been subject to harassing behavior in the last 120 days can file complaints. So, I've been encouraging and to get as many students as possible to file complaints before the deadline runs out and I assume you have as well.

Parallel to that is the censure/termination process, defined under Executive Memorandum b-48. The chancellor can refer the matter to the Senate Faculty Affairs Committee (which I'm on) for investigation, and the FAC can recommend censure or termination of the faculty member. It's a much less clearly defined procedure than the antiharassment process, though. The FAC will be talking about all this at their next meeting, so hopefully we will have more of a sense of direction at that point.

I'm drafting a letter asking the chancellor to refer the issue to the senate for investigation. I think we need a fact-finding process, with an opportunity for ME to respond, before we can do much. We all know how he will respond to any accusations that aren't really well substantiated (or even those that are). I'm happy to talk about what you have in mind as well, though...I'll be around all day Monday and during breaks on Tuesday. I'll try to catch up with you then.

All the best,

Colin

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-----Original Message-----

**From:** Nicky Jackson  
**Sent:** Sat 11/19/2011 3:09 PM  
**To:** Colin Fewer  
**Subject:** Professor Eisenstein

Colin,

As you are aware, our students have been protesting Professor Eisenstein's bigoted comments. I am extremely concerned about our students' welfare. Students informed me that you were at the Forum. What were your thoughts? One student had her tires slashed while she was at the Forum (she had Palestinian stickers on her car). She did not report it to the police, however, I notified Chief Martin about it today.

Professor Mistri came to my office the other day and said that I should contact you because you "write beautifully." Many of the faculty are filing formal complaints directly to the Chancellor, as he suggested we should do. I am asking if you would be able to help me organize a solid document. This type of "teaching" is intolerable and is creating a hostile environment on our campus. I met with the Chancellor and he suggested that, if I plan on filing a formal complaint, this should be done quickly,

Please let me know if you would be able to help me as well as your thoughts on the Forum.

Regards,

Nicky

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From: Colin Fewer  
Sent: Sat 11/19/2011 11:04 AM  
To: Nicky Jackson; Meg Rincker; #E Everyone  
Subject: RE: Wish them well! POL433 students in Model UN conference Sat-Tuesday

Great work, Meg, and good luck to our students!

Colin

-----Original Message-----

From: Nicky Jackson  
Sent: Sat 11/19/2011 10:06 AM  
To: Meg Rincker; #E Everyone  
Subject: RE: Wish them well! POL433 students in Model UN conference Sat-Tuesday

Wishing you all well!

---

Nicky Ali Jackson, Ph.D.  
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From: Meg Rincker

Sent: Sat 11/19/2011 9:56 AM  
To: #E Everyone  
Subject: Wish them well! POL433 students in Model UN conference Sat-Tuesday

Dear All,

This morning, 18 students and I are leaving PUC campus for Chicago as part of POL 433 International Organizations Experiential Learning to represent

the Kingdom of Bahrain and the Federal Democratic Republic of Nepal at the:

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American Model United Nations International Conference  
[www.amun.org](http://www.amun.org)

at the Sheraton Hotel in Chicago  
Saturday Nov. 19- evening of Tuesday Nov. 22, 2011

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Professors if you could consider please excusing from attending during this time period the hard-working delegates as they work to advance their original General Assembly resolutions with an estimated 1,400 students from across the country!

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PUC students participating

If other faculty or students want to attend and watch, the conference asks you to sign in to the AMUN Secretariat and they will print you out a nametag/credential, or email me at [mrincker@purduecal.edu](mailto:mrincker@purduecal.edu)

Sincerely,  
Meg Rincker

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Meg Rincker, Ph.D.  
Assistant Professor of Political Science  
Purdue University Calumet  
2200 169th Street  
CLO 290  
Hammond, IN 46323-2094

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