

Meeting with Prof Carlos Carvalho on 8/26

SAD Burris met with Prof Carvalho to follow up the meeting with Dean Mills, SAD Burris, and Prof Carvalho on Aug 12. In this meeting, Burris and Carvalho discussed:

- 1) Carvalho expressed dissatisfaction with the August meeting in that he felt he was being criticized. Burris explained that some issues that were brought up were more complimentary (e.g., some external speakers had excellent credentials, some topics discussed were relevant and needed discussions in the business school). Burris also clarified that Salem should be careful in inviting other speakers without robust academic credentials to give presentations framed as research-based.
- 2) Most of the discussion was focused on the tenor of external communications. Burris expressed that the uncivil tone of tweets, emails, etc. were damaging to the school and hurt the ability of the school/dean to execute its responsibilities in fundraising, even for Salem. It also has a negative impact on colleagues, some of whom are in lower hierarchical positions than members of Salem.
- 3) Carvalho expressed that he “could not manage Lowery” and that being asked to do so by Mills and Burris was not something he was prepared to do. Carvalho mentioned that Lowery was a personal supporter and contributor to the mission of Salem and to what Carvalho has envisioned he wanted to accomplish with Salem. It would feel as if he was turning his back on one of the few of his supporters, if he were to encourage Lowery to not engage in similar uncivil rhetoric in communications.
- 4) Burris was clear that what was being asked of Carvalho was *not* to change opinions or withhold opinions on policy matters, events/presentations by Salem, and so on. Burris was recommending that the tone and interactions could improve in its civility. And especially when directed to staff and other faculty who are not tenured (i.e., lower in the organizational hierarchy).
- 5) The rest of the conversation detailed more academic debates on ESG policy and DEI policy in organizations. A variety of opinions were expressed...and the conversation was cordial.