

**The University of Wisconsin-Parkside
College of Business, Economics, and Computing**

TO: Dr. Deborah Ford, Chancellor
FROM: The Executive Committee of the Department of Business
RE: Dr. Sahar Bahmani's Fraudulent Grading and Violation of Duties
DATE: November 12, 2022

COMPLAINT

The Executive Committee /EC) of the Department of Business (DOB) files this official complaint against Dr. Sahar Bahmani (Dr. Bahmani), a Full Professor of Finance in the DOB.

The EC met on October 31, 2022, and went into closed session under Wisconsin Rule: 19.85(1)(b). Of the 10 EC members active this Fall 2022 semester, nine were in attendance. They voted 7 to 2 in favor of filing this complaint. Present at the meeting were Parag Dhumal (Chair), Ekundayo Akinlade, Suresh Chalasani, Peter Knight, Abey Kuruvilla, Roby Rajan, Jamie Wang, Qian Ye, and Rizvana Zameeruddin. Dr. Bahmani was absent. Accordingly, after examining the evidence, we conclude that Dr. Bahmani engaged in fraudulent grading in the BSBA Flex Program (Flex) and violated her fundamental duties to our students, her colleagues, and this institution. Further, she usurped the university's interest for her gain and jeopardized the accreditation of the DOB and the institution.

The EC further met on November 9, 2022. Out of 10 EC members active this Fall 2022 semester, eight were in attendance. Present at the meeting were Parag Dhumal (Chair), Ekundayo Akinlade, Suresh Chalasani, Abey Kuruvilla, Roby Rajan, Jamie Wang, Qian Ye, and Rizvana Zameeruddin. Dr. Bahmani was recused, and Dr. Knight was restricted from coming to campus for medical reasons.

When asked by EC Chair Parag Dhumal, no EC members motioned to go into a closed session. The meeting unanimously continued in open session with the following reasons expressed: (i) It is an important issue that affects all faculty, and we must be transparent, and the meeting should be in open session; and (ii) In the Senate meeting of October 25, 2022, UW-Parkside administration was asked "What is the Administration's general position on disciplining tenured faculty for grading fraud?" and Provost Ducoffe answered that the correct procedures should be followed to protect the rights of the accused. He did not mention ethics, integrity, fairness, or justice for all parties, especially the students. The EC voted to file this complaint draft to Chancellor Ford with six (6) votes in favor (Initials: EA, PD, RR, JW, QY, RZ), one (1) opposed (AK), and one (1) abstained (SC).

Wisconsin Legislature: Chapter UWS 8 provides a Code of Ethics for Unclassified Staff of the University of Wisconsin System. Under UWS 8.01, "Every member of the unclassified staff at the time of appointment makes a personal commitment to professional honesty and integrity...It is a violation of this commitment

for unclassified staff members to seek financial gain for themselves...through activities that conflict with the interests of the University of Wisconsin System."

Under UWPF Chapter 7, the Statement of Faculty Responsibilities that is central and fundamental to our duties as teachers, states "[As a teacher] He/she makes every reasonable effort to foster honest academic conduct and to assure that his/her evaluation of students reflects their true merit."

Dr. Bahmani engaged in fraudulent grading in the BSBA Flex Program from its inception in 2016. Dr. Bahmani served as the Flex Academic Director (AD) from July 1, 2021 to June 30, 2022 and was well-versed in Flex duties until she abruptly resigned this year. The BSBA Flex grading system differs from the traditional grading system; the highest grade awarded in the Flex program is Mastery with Distinction (MD). For the three finance courses she teaches in the BSBA Flex program, Dr. Bahmani awarded the grade of MD for every single one of her students, with only three documented exceptions over five years. Even if a student did no coursework, some coursework, or all of the coursework, Dr. Bahmani awarded them all the highest possible grade, MD. The mass awarding of the MD grade with no relationship to work submitted indicates that Dr. Bahmani did not attempt to read the student submission or provide feedback before entering a fraudulent grade. Additionally, when a student did no coursework, she did not check if there was a submission; before she awarded the student an MD grade. Dr. Bahmani's actions resulted in students graduating from the Flex program with a degree from our institution without completing the appropriate coursework. Dr. Bahmani had a clear and concise understanding of Flex and more importantly its grading system.

Dr. Bahmani engaged in fraudulent grading in the BSBA Flex Program from its inception in 2016. Dr. Bahmani served as the Flex Academic Director (AD) from July 1, 2021 to June 30, 2022 and was well-versed in Flex duties until she abruptly resigned this year. The Flex grading system differs from the traditional grading system; the highest grade awarded in the Flex program is Mastery with Distinction (MD). For the three finance courses she teaches in BSBA Flex since inception of this program, Dr. Bahmani awarded the grade of MD for every single one of her students, with only three documented exceptions over five years. Even if a student did no coursework, some coursework, or all of the coursework, Dr. Bahmani awarded them all the highest possible grade, MD. The mass awarding of the MD grade with no relationship to work submitted indicates that Dr. Bahmani did not attempt to read the student submission or provide feedback before entering a fraudulent grade. Additionally, when a student did no coursework, she did not check if there was a submission; before she awarded the student an MD grade. Dr. Bahmani's actions resulted in students graduating from the Flex program with a degree from our institution without completing the appropriate coursework. Dr. Bahmani had a clear and concise understanding of Flex and more importantly its grading system.

Dr. Bahmani was appointed as the Flex AD by retired Dean Dirk Baldwin on July 1, 2021. During her year-long tenure as the Flex AD before suddenly resigning, Dr. Bahmani awarded herself an additional 11 courses for a total of 14 Flex overload courses. Dr. Bahmani was not qualified to teach the courses she gave herself. Despite having a background in economics, she taught courses in Strategic Management, Project Management, Operations Management, and Business Law. Dr. Bahmani did not attempt to contact other qualified and available colleagues in the DOB to teach the additional 11 classes; she merely taught (grade) them herself and received significant sums of overload pay for doing so. This Flex overload instructional pay was in addition to her existing base salary, summer teaching, and Flex AD stipend.

Another consequence of Dr. Bahmani's actions is the loss of student enrollment and revenue by UW-Parkside and UW-Extended Campus (UWEX). When a Flex student receives a PR grade (progressing) instead of an MD grade, they will enroll for another class period. When a Flex student receives an MD grade instead of the appropriate PR grade, they will not re-register for another subscription period. In a period of declining enrollment and revenue, this places us at a tremendous disadvantage. Dr. Bahmani's behavior results in us necessarily taking corrective action, such as providing current students an opportunity to re-register for a subscription period at no cost to them. Therefore, we not only lose the original tuition revenue we must provide another subscription period at no cost to the student, thereby losing more revenue.

Overall, we estimate a loss of \$202,500 in tuition revenue, and an expense of \$274,500 in corrective actions due to Dr. Bahmani's fraudulent grading. During this period, Dr. Bahmani was paid over \$30,000 in instructional pay, which she did not receive honestly and an additional \$30,000 plus two course releases valued at \$12,000 as a stipend for serving as the Flex AD. Dr. Bahmani misused her Flex AD authority for personal financial gain; thereby costing this university approximately \$549,000.

During the last AACSB review visit (Fall 2020), the Flex program was an area of concern; if Dr. Bahmani's grading irregularities come to light, it will directly and negatively affect the DOB's accreditation status and that of the university. If we do not address this issue, we signal to the AACSB that we do not have checks and balances in place, that faculty can award grades as they please with no relation to performance, and that such corrupt practices are permissible as long as they are not detected. Accreditation procedures have been put in place precisely to identify this type of fraud at educational institutions; if we are aware of this matter and do not respond appropriately, our accreditation will be revoked. The consequences of losing our accreditation would be devastating for our enrollments, our programs, and the university as a whole.

Before filing this complaint, EC asked Dr. Bahmani to explain her grading, grade reporting, and course assignments; Dr. Bahmani was evasive and continually changed her explanation; she then defended her misconduct. When provided with evidence contradicting her various inconsistent explanations, Dr. Bahmani responded by making blatantly false statements about Ryan Specht-Boardman of UWEX, then claimed she was a generous grader and finally that she did not understand the Flex grading system, despite being its Academic Director who successfully advocated and changed the grading policy during her tenure as AD. This reckless disregard for the truth demonstrates both professional dishonesty and a lack of integrity and Dr. Bahmani does not express any remorse or the desire to rectify the situation or even acknowledge it.

Dr. Bahmani's unethical and unfair grading practice violates the personal commitment to professional honesty and integrity and this institution's commitment to its students and the community. Furthermore, by receiving substantial Flex overload pay for grading 14 courses, 11 of which she was not qualified to teach and all of which she did not grade correctly, Dr. Bahmani usurped the university's interest for her personal gain. Students complained about this unethical grading practice directly to Dr. Bahmani when she was the Flex AD. Dr. Bahmani downgraded an honest student's grade to 'PR' as they requested and continued with her fraudulent grading practices. Now, after receiving the student complaints in the DOB, EC met to discuss the matter.

Dr. Bahmani's unethical and unfair grading practice violates the personal commitment to professional honesty and integrity and this institution's commitment to its students and the community.

Furthermore, by receiving substantial Flex overload pay for grading 14 courses, 11 of which she was not qualified to teach and all of which she did not grade correctly, Dr. Bahmani usurped the university's interest for her personal gain. Students complained about this unethical grading practice directly to Dr. Bahmani when she was the Flex AD. Dr. Bahmani downgraded honest student grade to 'PR' as they request and continued with her fraudulent grading practices. Upon receiving the student complaints now to DOB, EC met to discuss the matter.

We cannot undo Dr. Bahmani's actions, but we can discipline her and prevent them from occurring again. Without an appropriate response to Dr. Bahmani's numerous and repeated violations, the University of Wisconsin-Parkside will be perceived as complicit in her actions and condoning of her behavior. We encourage you to address this matter as an isolated incident dealt with swiftly and sincerely and we recommend the strongest possible corrective action under the provision of Wisconsin Legislature UW 7.03. As an EC member stated in the meeting on October 31, 2022: "*What happened, happened, we have no control over it; however, we will be judged by what we did about it*".

Strict action will also serve as a deterrent and ensure that there will not be a repeat of fraudulent grades awarded to students and the blatant misuse of authority. This complaint will demonstrate that such a substantial increase in overload compensation at the expense of the students, other faculty and the university directly conflicts with the interests of UW-System.

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1.0 Flex BSBA Program: Background

Flex is a competency-based and self-paced, undergraduate business degree program in partnership with UWEX. Students enroll in a twelve-week subscription period by paying \$2,250 in tuition. During a subscription period, students can enroll in any number of courses by paying this flat rate tuition.

If a student completes all course assignments satisfactorily, they receive either a "Mastery with Distinction" (MD) or "Mastery" (M) grade. An MD grade is the same percentage as a traditional "A" (90-100%), and an M grade is the same percentage as a standard "B" (80-89%). If a student does not complete all their assignments satisfactorily, or does not complete all tasks but makes progress on at least one, they receive a "Progressing" grade (PR). Students can receive a PR grade for up to 3 subscription periods for the same course. A PR grade carries no grade points and does not expire. If they again enroll in the class in their fourth subscription period and do not complete the course satisfactorily, they receive an "F" grade. They may retake the course in accordance with the UW-Parkside policy for failed courses.

During each twelve-week subscription period, students can complete any assignments up to two times if the feedback from their instructor for the first submission indicates the student has not completed their assignment satisfactorily. Instructors are paid based on the number of students enrolled in the course per month. Therefore, even if a student completes all course requirements during the first month of their twelve-week subscription period, the instructor will still get paid for the full twelve weeks.

2.0 Grading and Grade Reporting Misconduct

2.1 Relevant Policies

Wisconsin Legislature: Chapter UWS 8 provides an Unclassified Staff Code of Ethics. UWS 8.01 states:

"UWS 8.01 Declaration of policy. In view of the special relationship of the University of Wisconsin System to the state and to affirm as public policy within the system certain common standards to prevent conflicts of interest, the board hereby adopts the following code of ethics for unclassified staff pursuant to ss. 19.45 (11) (b) and 36.23, Stats.

(1) Every member of the unclassified staff at the time of appointment makes a personal commitment to professional honesty and integrity, to seek knowledge, and to share that knowledge freely with others. Such a commitment is essential for the university to perform its proper function in our society and to ensure continued confidence of the people of this state in the University of Wisconsin System and its personnel. It is a violation of this commitment for unclassified staff members to seek

financial gain for themselves, their immediate families or organizations with which they are associated through activities that conflict with the interests of the University of Wisconsin System.

University of Wisconsin-Parkside Faculty Policy UWPF Chapter 7 Preamble States:

*"I. The professor, guided by a deep conviction of the worth and dignity of the advancement of knowledge, recognizes the special responsibilities placed upon him/her. His/her primary responsibility to his/her subject is to seek and to state the truth as he/she sees it. To this end he/she devotes his/her energies to the obligation to exercise critical self-discipline and judgment in using, extending, and transmitting knowledge. **He/she practices intellectual honesty.** Although he/she may follow subsidiary interests, these interests must never seriously hamper or compromise his/her freedom of inquiry.*

*II. As a teacher, the professor encourages the free pursuit learning in his/her students. He/she holds before them the best scholarly standards of his/her discipline. He/she demonstrates respect for the student as an individual, and adheres to his/her proper role as intellectual guide and counselor. **He/she makes every reasonable effort to foster honest academic conduct and to assure that his/her evaluation of students reflects their true merit.** He/she respects the confidential nature of the relationship between professor and student. He/she avoids any exploitation of students for his/her private advantage and acknowledges significant assistance from them. He/she protects their academic freedom."*

2.2 Application

The examples below demonstrate a conflict with the UWS and UWPF policies stated above.

- a. Dr. Bahmani developed three finance courses, BAEF300X, BAEF301X, and BAEF302X for the BSBA flex program. She started teaching these courses at the time of the program's launch in December 2016.

We found that in these three courses, for subscription periods ending from Sept 2021 to August 2022, **75 out of 75 students were awarded an MD grade.** Out of this number, 12 students had completed only partial work and 6 students had not completed any work at all. This constitutes 24% of students receiving MD grades instead of PR grades.

Courses	Total Students	PR	MD	M	MD with Partial Work	MD with No work
BAEF300X	31	0	31	0	7	2
BAEF301X	30	0	30	0	3	4
BAEF302X	14	0	14	0	2	0
Total	75	0	75	0	12	6
Percentage	100.0%	0.0%	100.0%	0.0%	16.0%	8.0%

See Exhibit 6.1 for supporting evidence

- b. The following table shows the percentage of grades awarded for all BSBA Flex courses versus the three finance courses (BAEF300X, BAEF301X, and BAEF302X) taught by Dr. Bahmani in the Flex program since its inception in December 2016. Note that we did not find any "M" grades or "F" grades; all of Dr. Bahmani's grades are "MD" in the second last column, and "W" in last column.

	No. of Students	No. of Course Enrollments	% PR Grades	% M and MD Grades	% W and F Grades
BAEF300X	69	76	3.95%	94.74%	1.32%
BAEF301X	69	74	0.00%	97.30%	2.70%
BAEF302X	41	43	0.00%	97.67%	2.33%
All Flex Courses	421	4651	49.34%	47.97%	2.69%

See Exhibit 6.2 for supporting evidence

- c. For subscription periods ending from September 2021 to August 2022, a total of 296 assignments were submitted in the three finance Flex courses (BAEF300X, BAEF301X, and BAEF302X) taught by Dr. Bahmani. Out of this total, 295 assignments received a perfect 100% score. There was only one assignment that received one point less. No assignment had any constructive feedback, other than comments praising the work.

Courses	Total Students with at least 1 Submission	Total Assignments	Assignments with 100% score
BAEF300X (4 Assignments)	29	104	104
BAEF301X (5 Assignments)	26	122	121
BAEF302X (5 Assignments)	14	70	70
Total	69	296	295
Percentage		100.0%	99.67%

See Exhibit 6.1 for supporting evidence

The current Flex AD, Dr. Peter Knight, noted that even for numerical quiz type assignments (not auto graded), Dr. Bahmani awarded a **perfect** score to students with **incorrect** answers.

See email dated October 31, 2022 from Dr. Knight (Subject: BAEF 300X Capital Budgeting quiz : Incorrect Grading) for supporting evidence in Exhibit 6.3.

- d. For Flex course BALM 100X, which was taught entirely by Dr. Bahmani, for the subscription period ending on August 2022, 5 out of 5 students were awarded an MD grade. Out of this number, 1 student had completed only partial work (20% received an MD grade instead of a PR grade).

For this same course, a total of 13 assignments were submitted by these 5 students. All 13 assignments received a **perfect** 100% score.

See Exhibit 6.1 for supporting evidence

- e. For the following 10 Flex courses, which were taught by more than one instructor, during subscription periods ending from September 2021 to August 2022, 10 students out of 72 (13.9%) received a PR grade from Dr. Bahmani, whereas 101 students out of 187 (54%) received a PR grade from other instructors.

In BALM200X, one student requested his initially reported MD grade to be changed to PR, as he/she had not completed work. Thus, Dr. Bahmani initially reported PR grades for only 9 students (12.5%). See Exhibit 6.21 for supporting evidence.

Courses	Other Instructors				Dr. Bahmani			
	Total	PR	MD	M	Total	PR	MD	M
BALM200X	87	53	34	0	17	1	15	1
BALM320X	34	18	15	1	6	3	3	0
BALM321X	13	5	8	0	7	0	7	0
BALM400X	5	1	0	4	1	0	1	0
BALM410X	5	0	4	1	1	0	1	0
BAOS310X	24	18	3	3	10	1	9	0
BAOS320X	10	5	4	1	11	3	8	0
BAOS321X	5	1	4	0	7	1	6	0
PMGT304X	3	0	3	0	5	1	4	0
PMGT310X	1	0	1	0	7	0	7	0
Total	187	101	76	10	72	10	61	1
Percentage	100.0%	54.0%	40.6%	5.3%	100.0%	13.9%	84.7%	1.4%

See Exhibit 6.4 for supporting evidence

- f. When Dr. Bahmani taught the following 3 Flex courses, during subscription periods ending from June 2022 to August 2022, a total of 8 students received M and MD grades without completing the required coursework.

Courses	M with Partial Work	MD with Partial Work	MD with No work
BALM200X	1	2	2
BAOS310X	0	1	1
BAOS321X	0	1	0

See Exhibit 6.4 for supporting evidence

2.3 Explanation from Dr. Bahmani

In the Executive Committee meeting dated October 12, 2022, Dr. Bahmani was questioned about her grading pattern and grade reporting errors. Her initial response was that Ryan Specht-Boardman, Senior Program Manager from UWEX, has commented that she is a "generous grader" and wished that others in the program would grade like that. Her response implied that UWEX was aware of her grading patterns (even before the issue came to EC's attention) and not only discussed the grading with her but praised her for it.

When Ryan Specht-Boardman was contacted he said:

"I wholeheartedly and sincerely state that her [Dr. Bahmani] characterization of my comments are inaccurate because such comments did not exist.I hope you will take this statement as my evidence on the matter, but if you need me to speak to the EC to clear my name on this matter on the record, I'm happy to. The awarding of grades in academic matters is solely at the discretion of the instructor and the academic institution (UW-Parkside). Any accusation that I—either as an individual professional or as an agent of UWEX—encouraged an instructor to not award accurate grades (or grade 'generously'/easier) is categorically false. "

See Ryan Specht-Boardman's full email response dated October 13, 2022 (Subject: 'Discussion about grading pattern with Prof. Bahmani') for supporting evidence in Exhibit 6.5.

In the Executive Committee meeting of October 12, 2022, Dr. Bahmani was asked why she entered MD grades for students who had not completed all the required work. Her response was that she entered what was shown in the Canvas Gradebook's auto calculated grade column. This column in the gradebook calculates grades based on the work completed so far rather than grades for the entire course, considering all assignments.

Dr. Bahmani has been teaching and using Canvas for several years and it is doubtful that she is unfamiliar with the Canvas Gradebook and she cannot ascertain whether students are missing course assignments especially since she was the Flex AD. **We have not witnessed any such errors from other Flex program instructors.**

The current Flex AD, Dr. Knight in his email response dated October 23, 2022 to DOB's EC notes that:

"I am frankly also skeptical that as accomplished as you (Dr. Bahmani) are that you wouldn't be able to distinguish in a grade book between students who had completed all the assessments and those who hadn't. Nothing personal but I think you would've at least asked if you weren't sure."

See Exhibit 6.6, email from Dr. Knight (Subject: 'Voicemail', Email chain originated on October 19, 2022) for supporting evidence.

In the EC meeting of October 12, 2022, Dr. Bahmani was asked why she entered MD grades in SOLAR for students who had not submitted **any** assignments because the Canvas Gradebook's auto calculated column shows no such grade for students. In the past year alone for three of her finance courses, this has occurred 8% of the time. Dr. Bahmani stated that *"Canvas and SOLAR are not synchronized and wished grades were automatically transferred."*

On October 23, 2022, Dr. Bahmani via email further states that:

"I explained last week that with Flex giving us SOLAR grade rosters at the end of every single month, I thought the students we see on that grade roster have done the work so I'd give MD, I didn't realize that names made it onto SOLAR grade rosters for those students who hadn't done any work at all because then I thought they should show up as "W" (like withdraw where then no grade is needed or able to even be entered) from the subscription period instead of students paying and doing no work at all. I was under the impression the Registrar's Office did this filtering. After my error was brought up at the EC meeting, I stated I wish grades could've transferred from Canvas to SOLAR so I'd avoided creating this mess."

See Exhibit 6.6, email from Dr. Bahmani (Subject: 'Voicemail', Email chain originated on October 19, 2022) for supporting evidence.

It is highly doubtful that Dr. Bahmani did not know the difference between W and PR grades. On October 23, 2022, the current Flex AD Dr. Knight, write to the Dean and Chair stating:

"I didn't want to add to an already long email to the EC and stir things up even more. However, regarding her (Dr. Bahmani) claims of confusion about the use of PR and other grading over a long period of time this is simply just not plausible to me. She worked with Ryan to change the PR policy and the other grading policies during her time as director and she seemed really able to explain it quite well during flex committee meetings while she was director. In general, all her interactions with extension and the university indicated she had a depth and understanding of the program and had attended many sessions over five years at UW extension. I am simply not willing to believe her exclamation."

See Exhibit 6.7, email from Dr. Knight (Subject: 'Additional comment to Chair and Dean') for supporting evidence.

During the academic year 2021-22, Dr. Bahmani served as chair of the department level Flex Curriculum and Assessment committee along with her role as AD for the Flex program. As Dr. Knight correctly stated above, on November 12, 2021 Dr. Bahmani discussed an important policy change related to the Flex 'PR' grade and shared a proposed version of this policy change in the document entitled 'Catalog Updates with New Course and Policy' for the DOB to vote on in the next department meeting.

See email from Dr. Bahmani (Subject: 'Items from FLEX for DOB to vote on' and Flex grade policy change document in Exhibit 6.8 as supporting evidence.

The DOB met on December 1, 2021 to discuss many matters, including the Flex 'PR' policy changes. Dr. Bahmani explained the Flex policy changes to the department and made a motion for the Flex BSBA to change the PR grade from 5 attempts to 3, clearly demonstrating her thorough understanding of the Flex grading system.

See Exhibit 6.8, DOB meeting minutes of December 1, 2021 as supporting evidence.

2.4 Comments from EC members

EC Member 1: "The almost universal awarding of 100% grades follows the same pattern. I (EC member) am currently grading in her Finance courses. She (Dr. Bahmani) is correct that the assessments are pretty easy. The information can be easily gained from the resources but there is a reflection component and an application component in most of the assessments. I am not a particularly hard grader but I was easily able to justify less than perfect scores in some of the application and reflection responses and in fact some of the definitions and more factual questions were answered incorrectly. I could see how students would score highly on these assessments but certainly not universally perfect. Again if accreditation reviewers knew what to look for in this regard or even stumbled upon her grading patterns this could undermine our scores on assessment"

EC Member 2: "After a careful review of the grading patterns, there appears to be a prominent trend of entering MD grades where the student, completed no work, some work, and in some instances, most of the work. The issue with this grading trend is that individuals undeserving of a grade receive the same grade that someone deserving of the grade. This grading pattern violates academic policy because faculty who are contractually bound to review and grade each submission is not doing so. If time does not permit us to grade every assignment, then an instructor can seek help, be granted an extension, etc. Giving many students an MD grade is unacceptable when it is not deserved. This fraudulent grading damages the reputation of the grading instructor, their colleagues, and the program as a whole because it is a huge disincentive to do any work and the degree granted by this institution becomes questionable."

EC Member 3: *“The most significant regarding Bahmani's grading is that the grade awarded bears no relation to student performance! This is in blatant disregard of the very idea of awarding grades for our courses: that they should reflect performance. The highest grade of MD has been awarded by Bahmani in a number of instances when not even one of the required assignments has been submitted by the student. On other occasions, the highest grade of MD has been awarded when only a subset of the required assignments has been submitted. As has been pointed out by the current Flex Director, a "Progressing" (PR) grade has almost never been awarded by Bahmani – which makes her a far outlier compared to other Flex instructors.*

Equally troubling is Bahmani's lack of forthrightness when queried about this at the last meeting. First, she claimed it was some kind of "oversight" or "grading error". Then she claimed she was under the impression that a student who was not submitting their assignments would automatically be withdrawn from the course, knowing full well that was not the case since she herself was Flex Director. When asked how more than one student could then be awarded the MD grade when not a single assignment had been turned in, she claimed that she had always been "a liberal grader" and that this issue had come up with UWEX. Thus, we see that a whole series of inconsistent responses were made by Bahmani, the intent of which appears to have been to cover her tracks and conceal the fact that she was indiscriminately awarding MD grades with no heed to how this would reflect on the quality of our programs and how this might endanger the entire Flex program that has been painstakingly built up by the department.”

2.5 EC's Observation and Conclusion

Understanding the Flex grading system and still repeatedly entering 'MD' grades when students have not completed all the required work and in some instances none of the work, demonstrates fraudulent grading. When students did complete the required work, they all received perfect scores of 100% scores despite their numerical answers to quiz-like questions being incorrect. There is no indication that Dr. Bahmani put forth the required time and effort into grading and providing feedback to students. EC members went back two years in Canvas (the furthest one can go back, prior to then the program was on the D2L platform) and checked Dr. Bahmani's grading patterns before arriving at the conclusion that she violated UWPF 7 the preamble of which states

“He/she practices intellectual honesty..... He/she makes every reasonable effort to foster honest academic conduct and to assure that his/her evaluation of students reflects their true merit.”

When provided with evidence contradicting her various inconsistent explanations, Dr. Bahmani responded by making blatantly false statements about Ryan Specht-Boardman of UWEX, then claimed she was a generous grader and finally that she did not understand the Flex grading

system, despite being its AD. This reckless disregard for the truth demonstrates both professional dishonesty and a lack of integrity.

Dr. Bahmani violated Wisconsin Legislature: administrative code/UWS 8.01 that states

“Every member of the unclassified staff at the time of appointment makes a personal commitment to professional honesty and integrity.”

If publicly known, Dr. Bahmani's actions, would destroy the foundation of trust that the entire UW System and the profession of educators is built upon. To substantiate this conclusion, we refer to a student communication dated October 7, 2022. The student was subject to grading errors twice.

“Thank you for getting back to me so quickly, I did not anticipate this. I believe if I think I am doing the right thing, I do not need to worry about negative consequences. I want the UW Parkside program to be as strong as it possibly can because in the end, my name will be on a diploma, certificate, and maybe even a MBA that displays the institution's name.”

See Exhibit 6.9, email from student (Subject: 'BALM200X', Email chain originated on July 26, 2022) for supporting evidence. Note Section 4 of this document discusses the student complaint and its impact in detail.

In light of this evidence, we determine that Dr. Bahmani violated Wisconsin Legislature: administrative code/UWS 8.01 which states:

“Such a commitment is essential for the university to perform its proper function in our society and to ensure continued confidence of the people of this state in the University of Wisconsin System and its personnel.”

3.0 Misuse of Authority and Abandonment of Duties

3.1 Relevant Policies

Wisconsin Legislature: Chapter UWS 8 provides the Unclassified Staff Code of Ethics. UWS 8.01 states:

“UWS 8.01 Declaration of policy. In view of the special relationship of the University of Wisconsin System to the state and to affirm as public policy within the system certain common standards to prevent conflicts of interest, the board hereby adopts the following code of ethics for unclassified staff pursuant to ss. 19.45 (11) (b) and 36.23, Stats.

(1) Every member of the unclassified staff at the time of appointment makes a personal commitment to professional honesty and integrity, to seek knowledge and

to share that knowledge freely with others. Such a commitment is essential for the university to perform its proper function in our society and to ensure continued confidence of the people of this state in the University of Wisconsin System and its personnel. **It is a violation of this commitment for unclassified staff members to seek financial gain for themselves, their immediate families or organizations with which they are associated through activities that conflict with the interests of the University of Wisconsin System.**

(2) The Board of Regents, as a matter of policy, recognizes that:

(a) Members of the unclassified staff have personal and economic interests in the decisions and policies of national, state and local government.

(b) Members of the unclassified staff retain their rights as citizens to interests of a personal or economic nature.

(c) The code of ethics must distinguish between those minor and inconsequential conflicts which are unavoidable in a free society and those conflicts which are substantial and material.

(3) **In adopting the standards of conduct set forth in this chapter, it is the board's purpose to prohibit only those activities which will result in a conflict between the personal interests of an unclassified staff member and that staff member's public responsibilities to the University of Wisconsin System. It is not the board's purpose to prohibit an unclassified staff member from freely pursuing those teaching, research, professional and public service activities which will not result in such a conflict, nor to prohibit a staff member from accepting any compensation, fees, honoraria or reimbursement of expenses which may be offered in connection therewith.**

University of Wisconsin-Parkside Faculty Policy UWPF Chapter 7 Preamble States:

*“ IV. As a member of his/her institution, the professor seeks above all to be an effective teacher and scholar. Although he/she observes the stated regulations of the institution, provided they do not contravene academic freedom, he/she maintains his/her right to criticize and seek revision. He/she determines the amount and character of the work he/she does outside his/her institution with due regard to his/her paramount responsibilities within it. **When considering the interruption or termination of his/her service, he/she recognizes the effect of his/her decision upon the program of the institution and gives due notice of his/her intentions.**”*

3.2 Application

Dr. Bahmani was appointed Academic Director (AD) of the Flex program in Summer 2021 by retired Dean Dirk Baldwin. She served as AD from July 1, 2021 to June 30, 2022 before abruptly resigning in June 2022. Below are examples that demonstrate a conflict between Dr. Bahmani's actions with the UWS and UWPF policies stated above.

- a. Dr. Bahmani has a PhD in Economics and was hired in 2010 as Assistant Professor in the Economics Department. In Fall 2019 her request to transfer to the DOB as Finance faculty was approved. She developed three finance courses, BAEF 300X, BAEF 301X, and BAEF 302X and began teaching them for the BSBA Flex program in December 2016.

During her time as Flex AD, Dr. Bahmani assigned herself 11 additional courses that she has no expertise or educational background in and is therefore not qualified to develop, teach or grade. AACSB accreditation, which our college worked tirelessly to earn and maintain, requires that faculty members have a terminal degree in the area in which they teach. The following table lists these 11 additional self-assigned courses, the dates when Dr. Bahmani began teaching them, the subject areas, and other qualified faculty members and lecturers in DOB that could have been asked to teach them. These 11 additional courses are spread across Strategic Management, Project Management, Operations Management and Business Law disciplines.

Code	No	Title	Date	Subject Area	DOB Instructors
BALM	200X	Anlys Slctd Orgs Nav Law & Eth	June 2022	Business Law	2
BALM	100X	Intro Business Administration	June 2022	Business Administration	2 primarily
BALM	320X	Proj Plng, Req, & Stkhldr Mgmt	June 2022	Project Management	4
BALM	321X	Prj Bdgt, Schdl, Qlty & Rsk Mg	June 2022	Project Management	4
BALM	400X	Strategic Management	June 2022	Management	4
BALM	410X	Dsgng Sltns for Bus Challenges	June 2022	Management	4
BAOS	310X	Reshoring Product Manufacturng	June 2022	Operation Management	3
BAOS	320X	Evltnng Cmptv Priorts Op Mgmt	June 2022	Operation Management	3
BAOS	321X	Imprvng Productivity in Ops	June 2022	Operation Management	3
PMGT	304X	Intro to Cost & Quality Mgmt	Jan 2022	Quality Management	3
PMGT	310X	Cost and Quality Control	Jan 2022	Quality Management	3

See Exhibit 6.10, changes in the Flex course instructor assignments from July 2021 through Oct 2022 for supporting evidence.

At the beginning of summer 2022, there becomes an urgent need for a replacement instructor for BALM 200X after the existing instructor is deemed unavailable. As Flex AD, Dr. Bahmani had the authority to assign this course to two highly qualified faculty members in the DOB and one additional one in the Department of Computer Science. Instead, she

proposed the name of an instructor outside of CBEC that is not licensed and ultimately assigned the course to herself. During her meeting with the CBEC Dean and Chair on June 23, 2022, Dr. Bahmani had an opportunity to but did not provide an explanation as to why she ignored qualified instructors to assign the course to herself.

During the EC meeting of October 12, 2022, Dr. Bahmani was asked why she assigned herself 11 additional courses that are not in her area of expertise. She responded that, in May 2022, Dr. Terry McGovern suddenly stopped teaching 9 courses assigned in the Flex program and gave only one weeks' notice and she (Dr. Bahmani) had no choice but to handle some of those courses herself. This is factually incorrect because Dr. McGovern had given ample time to find a replacement instructor for his courses. As evidenced in Exhibit 6.10, Dr. Bahmani assigned 7 of Dr. McGovern's courses to herself much sooner than Dr. McGovern had asked to be relieved from his teaching duties. In her email communication on October 23, 2022, Dr. Bahmani stated the following:

"I've overextended myself for too many years with too many overloads in econ, MBA, Flex, taking on the Flex directorship & accepting Terry's request to cover his annual full load 1 week prior to when he wanted to be released. I felt a lot of pressure, being in a new department, to agree and underestimated the amount of time I'd need and should not have accepted either the directorship, covering Terry's courses, or flex overloads."

See Exhibit 6.6, email from Dr. Bahmani (Subject: 'Voicemail', Email chain originated on October 19, 2022) for supporting evidence.

EC chair contacted Dr. McGovern to provide clarification on this matter, and he stated the following on October 17, 2022.

"I stopped teaching all the Flex courses (9 + capstone orientation module) on June 1. The discussion about not teaching Flex as an overload over the summer took place in an email chain on May 18 22 between Sahar and I. See the attached .pdf for the email chain.

Just to clarify--I did not request to stop teaching in Flex over the summer, it was an offer made by Sahar on the May 18 email at 1:55pm. It was suggested that if I needed a break from teaching Flex that someone else would be assigned and in my response to the offer, I agreed that having a break would be ideal."

Further evaluation of the email exchange between Dr. Bahmani and Dr. McGovern revealed that on May 18, 2022 at 2:58 PM Dr. McGovern stated:

"Having a break would be ideal, especially during the 2nd 7 weeks as I am taking Scouts backpacking in the mountains for 2 weeks starting the 3rd week of July and will be off the grid during that time. I am glad to cover the courses during the first 7 weeks as I realize the term starts next Monday already. A

contract was sent for the MBA class I am teaching but I haven't seen anything for Flex courses, hence my confusion. "

In only 9 minutes, Dr. Bahmani made the decision to immediately remove Dr. McGovern from all 9 of his courses and personally take them over starting on June 1, 2022 thereby completely disregarding his offer to teach through the first week of July. This conclusion is evidenced by Dr. Bahmani's reply on May 18, 2022, at 3:07 p.m.

"June 1st subscription period and onward I'm free to grade/cover for you. Just let Ryan and I know!"

See Exhibit 6.11 for Dr. McGovern's email (Subject: 'Flex Courses', Email chain originating on October 16, 2022) and the email exchange between Drs. McGovern and Bahmani (Subject 'Flex BSBA Workload') for supporting evidence.

On June 27, 2022, Dr. Bahmani reported via email that Dr. Kuruvilla has agreed to teach BAOS 320X, BOAS 321X, BALM 320X and BALM 321X starting September 1, 2022. The only benefit one could see in removing Dr. McGovern immediately on June 1, 2022 was to gain additional Flex overload revenue for herself.

To date Dr. Bahmani has **not** provided a satisfactory explanation as to why as Flex AD, she did not contact the Dean, Department Chair, or other DOB faculty members in the needed areas of expertise to find replacement instructors for courses that she assigned to herself as Flex overload.

- b. This is not the only incident where Dr. Bahmani made questionable decisions as Flex AD. Dr. Bahmani was asked by the Dean and Department Chair in a meeting dated June 23, 2022, why she assigned 7 out of 13 credits of course development to only one faculty member (Dr. Suresh Chalasani) and another 2 credits to an adjunct instructor, Prasad Kothapalli, from New Jersey with no connection to UW-Parkside. Some of the courses assigned were in the areas of Marketing, Supply Chain Management, and Human Resource Management and the both instructors developing the courses have no educational background in those disciplines.

See Exhibit 6.12, the initial course development assignments for BUSAN made by Dr. Bahmani, for supporting evidence.

Dr. Bahmani explained *"Crista Kruse and Ryan (from UWEX) made these recommendations and wanted us to quickly act on it."* Furthermore, Dr. Bahmani referred to the adjunct instructor Prasad Kothapalli, who she assigned two course development contracts to as *"Suresh's friend"*.

EC acknowledges that Dr. Chalasani created, implemented, and fostered the Flex program. He was instrumental in bringing this program to UW-Parkside and the Department of Business. His tireless efforts resulted in Flex program receiving AACSB accreditation. None of the above questions Dr. Chalasani's integrity or judgement etc. based upon these statements from Dr. Bahmani. In the November 9, 2022 EC meeting Dr. Chalasani restated

"Instructor, Prasad Kothapalli was recommended based upon merit and qualification alone" in response to remark "Suresh's Friend".

In the meeting with Dean Gee and the Department Chair on June 24, 2022, Crista Kruse, the Director of Professional and Continuing Education, made it clear that she does not get involved in academic decisions or provide recommendations for course development or teaching. Additionally, Ryan Specht-Boardman clarified his (no) role in in an email dated June 27, 2022.

"Since my name was mentioned below, I wanted to write to clarify my role here is to support the development process of a course(s) after faculty are identified and hired by the home institution (UW-Parkside). I am not involved in the development or issuance of contracts in this capacity."

See Exhibit 6.13, email response from Ryan Specht-Boardman (Subject: 'Copy of BUSAN development Contract Request', Email chain originating on June 23, 2022) for supporting evidence.

During the same meeting on June 23, 2022, Dr. Bahmani was asked by the Dean and Department Chair to rectify her decisions regarding BUSAN course assignments and she agreed to do so. Later that same day, Dr. Bahmani abruptly resigned as the Flex AD, ending her term on June 30, 2022 with one weeks' notice. Dr. Bahmani recommended Dr. Suresh Chalasani as the next Flex AD and provided the following reasons for her resignation:

*"I explained that while this 1 year of serving as the Flex director was a good learning experience for me, I do not want to continue. I explained my reasons to Parag and **also my teaching and research have always come first.***

I know it's not July 1 just yet but know that I will do everything that needs to be done for a smooth transition to the next director. I honestly think Suresh is the very best director for Flex BSBA (and that he always has been) and I know Gary Wood and Rob Ducoffe would agree as they have both been extremely supportive of Flex."

See Exhibit 6.14 for Dr. Bahmani's resignation email (Subject: 'Stepping down') for supporting evidence.

In the November 9, 2022 EC meeting Dr. Chalasani stated that he had no intention or desire to serve as Flex AD.

After Dr. Bahmani was asked in the EC meeting of October 12, 2022 about fraudulent grading, she resigned from her Flex teaching duties by leaving a voicemail on the current Flex AD, Dr. Knight's work phone on October 18, 2022. Dr. Bahmani also sent a follow up email, providing the reason for her resignation of Flex teaching duties, effective immediately.

"On Oct 18 I requested all of my flex courses to be reassigned due to medical issues. I've met with Gary Wood and Rob as well as HR are aware. Thank you for accommodating this on such short notice.

See Exhibit 6.6, email from Dr. Bahmani (Subject: 'Voicemail', Email chain originated on October 19, 2022) for supporting evidence.

It is concerning to note that Dr. Bahmani only requested a release from her **Flex teaching duties**, which are entirely online and require intermittent grading only after a student submission. Dr. Bahmani requested **no** accommodations or leave for her 12 credits of in-load teaching, comprised of face-to-face and online classes, undergraduate and MBA level, that are far more demanding.

See Exhibit 6.15, email from Associate Vice Provost of HR, Dr. S. Glass dated October 20, 2022 and email from Chair Dr. Dhumal dated October 18, 2022 (Subject: 'Phone message from Sahar') for supporting evidence.

On October 18, 2022, the Dean and Chair received a request from UW-Milwaukee HR to approve Dr. Bahmani's Winterim 2023 overload teaching and to sign the BPLogix form for the Fall 2022 overload teaching she is currently doing for UW-Milwaukee. Clearly Dr. Bahmani's medical issues have **selectively** affected her teaching in the Flex program, but not her in-load teaching at UW-Parkside or her overload teaching for UW-Milwaukee.

See Exhibit 6.16, email from Shawndrika Hazelwood, HR UW-Milwaukee (Subject: 'UW-Milwaukee Inter-institutional Overload – Bahmani') for supporting evidence.

In the EC meeting dated October 12, 2022, Dr. Bahmani blatantly disregarded the severity of her misconduct, by stating **"Oh well it is just Flex."** Not only did Dr. Bahmani abandon her duties twice (first as AD and second as instructor) with little to no notice with questionable excuses, but she has also bluntly indicated that she does not value this program.

3.3 Comments from EC members

EC Member 1: *"The same reckless attitude is on display in the way Sahar Bahmani appropriated all the 14 courses for herself when it became clear that Terry McGovern would not be able to teach 9 of them. Without informing any of her faculty colleagues who possess the requisite expertise to teach those courses, Sahar decided to teach **every one** of the courses herself. After all, who needs expertise when one can give MD to everyone who registers without even checking whether they have submitted even a single assignment?! Once again, no thought was given by Bahmani as to how the quality and credibility of the program could be jeopardized by her reckless actions or how the student receiving such grades might feel robbed of their educational experience"*

EC Member 2: "There was definitely a financial incentive in she obviously performed a minimal number of duties for which she was compensated probably \$60,000 over five years. I'm not sure as I said also that the opportunity to teach 11 additional courses, and the pay she would receive was the sole motivation. It certainly would've been difficult to replace all those instructors as we move towards summer."

EC Member 3: "The role of the AD is to serve as administrator and teach in the program. One might accept that the AD would step in and teach when no one else can teach. However, the AD must ask other instructors to teach to determine if no one else can teach before the AD teaches the course themselves. It is understandable if this happens once or twice, but with an entire list of qualified faculty available, it is odd that the AD taught 14 classes, and there is no record of the AD asking others to teach a course that required an instructor. After reviewing the email conversation included, it is unclear why Professor Bahmani immediately suspended Professor McGovern from teaching his class when that was not what he asked. What is more concerning is why Professor Bahmani taught 14 courses when she was not qualified as an instructor to do so."

3.4 EC's Observation and Conclusion

Dr. Bahmani made a series of false statements when asked about her decisions on (i) BUSAN course development contracts and (ii) assigning herself Dr. McGovern's Flex courses in summer 2022. Dr. Bahmani's motive is speculative but there is no doubt that she violated Wisconsin Legislature: administrative code/UWS 8.01 that states "Every member of the unclassified staff at the time of appointment makes a personal commitment to professional honesty and integrity". Dr. Bahmani jeopardized our accreditation by assigning herself courses beyond her expertise and falsifying grades. These actions would not be possible without misusing her authority as the Flex AD and making decisions that conflicted with the interests of the Flex program and the UW-Parkside institution; all while she benefited in extensive overload compensation. Therefore, Dr. Bahmani violated UWS 8.01 which states "It is a violation of this commitment for unclassified staff members to seek financial gain for themselves, their immediate families or organizations with which they are associated through activities that conflict with the interests of the University of Wisconsin System."

In both instances (i) and (ii) above, Dr. Bahmani resigned from her duties, first as the Flex AD and later as an instructor, in an attempt to avoid further scrutiny. In doing so, Dr. Bahmani demonstrated a complete and utter disregard for the Flex program by downplaying the severity of her misconduct. As a result, Dr. Bahmani has violated the UWPF 7 Preamble that states "When considering the interruption or termination of his/her service, he/she recognizes the effect of his/her decision upon the program of the institution and gives due notice of his/her intentions."

4.0 Student Complaints and the Impact of Misconduct on Students

4.1 Relevant Policies

Wisconsin Legislature: Chapter UWS 8 provides the Unclassified Staff Code of Ethics. UWS 8.01 states:

“UWS 8.01 Declaration of policy. In view of the special relationship of the University of Wisconsin System to the state and to affirm as public policy within the system certain common standards to prevent conflicts of interest, the board hereby adopts the following code of ethics for unclassified staff pursuant to ss. 19.45 (11) (b) and 36.23, Stats.

(1) Every member of the unclassified staff at the time of appointment makes a personal commitment to professional honesty and integrity, to seek knowledge and to share that knowledge freely with others. Such a commitment is essential for the university to perform its proper function in our society and to ensure continued confidence of the people of this state in the University of Wisconsin System and its personnel. It is a violation of this commitment for unclassified staff members to seek financial gain for themselves, their immediate families or organizations with which they are associated through activities that conflict with the interests of the University of Wisconsin System.

(2) The Board of Regents, as a matter of policy, recognizes that:

(a) Members of the unclassified staff have personal and economic interests in the decisions and policies of national, state and local government.

(b) Members of the unclassified staff retain their rights as citizens to interests of a personal or economic nature.

(c) The code of ethics must distinguish between those minor and inconsequential conflicts which are unavoidable in a free society and those conflicts which are substantial and material.

(3) In adopting the standards of conduct set forth in this chapter, it is the board's purpose to prohibit only those activities which will result in a conflict between the personal interests of an unclassified staff member and that staff member's public responsibilities to the University of Wisconsin System. It is not the board's purpose to prohibit an unclassified staff member from freely pursuing those teaching, research, professional and public service activities which will not result in such a conflict, nor to prohibit a staff member from accepting any compensation, fees, honoraria or reimbursement of expenses which may be offered in connection therewith.”

4.2 Application

Below are examples that demonstrate a conflict with UWS policies stated above.

4.2.1 Faculty Complaint

As the new Flex AD, Dr. Knight made the appropriate changes to the Flex instructors by matching the educational experience /background of each instructor with the subject they teach. Prof. Zameeruddin, DBA, JD, LLM, CPA started teaching BALM 200X, a Business Law course starting September 2022. At the end of the September, she was to enter grades for the July through September 2022 subscription period. Prof. Zameeruddin, attempted to enter her grades in SOLAR on the last grade submission day, and immediately noticed that the grades for her BALM200X course were already posted and approved; furthermore, they were both MD grades which were incorrect. Neither student had submitted the requisite assignments and correctly earned a PR grade but instead received an MD grade. Prof. Zameeruddin, immediately reported this matter to the Flex AD, Chair, Dean, and Registrar's office on September 29, 2022 seeking and inquiring as to who incorrectly entered her students course grades.

Lori Turner of the Registrar's office replied to Prof. Zameeruddin via email saying *"Please check with Sahar about the grades. You are the two [Prof. Zameeruddin and Dr. Bahmani] who had access to the grading. I have copied her [Dr. Bahmani] on this message."*

Both Prof. Zameeruddin and Dr. Bahmani, were listed as instructors with access to the SOLAR gradebook. Dr. Bahmani's access was not removed when Prof. Zameeruddin's access was added.

Dr. Bahmani responded via email on September 29, 2022 stating *"I don't have access to that course in my canvas dashboard, Peter told me to enter for that course today but I figured they were prior students and the solar roster was given to me today for that class when it should go to RZ [Prof. Rizvana Zameeruddin]"*

Dr. Knight, Flex AD, replied via email on October 19, 2022 stating *"By the way below is blatantly false. Ask Sahar to produce the email. The burden is on her to prove her accusation Please don't repeat this Lori and all as fact until investigated. This is how unfounded rumors become fact."*

To this date, Dr. Bahmani provided no documentation about Dr. Knight asking her to enter grades for Prof. Zameeruddin's course.

See Exhibit 6.17 for email discussion between Prof. Zameeruddin, Dr. Bahmani and Dr. Knight (Subject: *'Flex Grades Entered Prior to Instructor Approval'*, Email chain originated on September 29, 2022) for supporting evidence.

This grading issue was not resolved due to allegations and counter allegations without substantive evidence therefore Prof. Zameeruddin filed a formal grievance with the Faculty Rights and Responsibilities Committee on October 26, 2022.

See Exhibit 6.17, email from Prof Zameeruddin (Subject: 'BALM 201x July Subscription Period Grades') for supporting evidence.

Within a few hours on October 26, 2022, Dr. Bahmani in another email responded *"Rizvana: This was the very least I could do as the error was entirely mine and not at all yours. Again, I'm sorry."*

On the same day, Dr. Bahmani also left a voicemail on Prof. Zameeruddin's office phone acknowledging that the grading error was hers.

On October 27, 2022, Prof. Zameeruddin withdrew her complaint from the Faculty Rights and Responsibilities Committee stating via email *"Dear Sahar, Thank you for your attention to this matter, and your grading error acknowledgement. I will withdraw my formal grievance with the Faculty Rights and Responsibilities Committee [Committee]."*

See Exhibit 6.17, email interaction between Dr. Bahmani and Prof. Zameeruddin (Subject: 'Grade Change Process BALMS 200X Sept. subscription period') for supporting evidence.

The matter of Dr. Bahmani's grading irregularities was evolving in early October 2022. Dr. Knight, the Flex AD undertook an investigation into the matter of reporting of incorrect grades and student(s) also contacted Dr. Knight and provided information on Dr. Bahmani's incorrect grade reporting. Ryan Specht-Boardman, Senior Program Manager of UWEX assisted Dr. Knight in providing relevant information.

4.2.2 Student Complaint

On October 6, 2022, a student in the Flex program complained to the Dean and Department Chair about a grade reporting issue that he attempted to resolve on two separate occasions, once with Dr. Bahmani directly. In his email complaint the student stated:

"For some reason, my transcript showed that I had "MD" in the class but I actually did not complete any work in it. I knew something was wrong, so I emailed Professor Bahmani to straighten things out. She acknowledged that I did not complete any work. I was able to add BALM 200x to this term after working with Danielle Stertz so I thought everything was good to go for me to begin working on the coursework. At the present time I am confused, why are there grading issues yet again in this course? I haven't experienced anything like this in other courses.

My moral and ethical compass doesn't allow me to take credit for things that I have not done. Can you please forward this to whomever can take a look at the situation? I just want assurance this won't keep happening. See attached for the first conversation with Danielle."

Dr. Knight requested a meeting with the Dean and Chair to discuss this sensitive Flex matter, the meeting was scheduled for October 7, 2022. This student complaint and what Dr. Knight

discussed were two different components of the same larger issue. An urgent EC meeting was scheduled for October 12, 2022 to discuss the matter further. On October 7, 2022 it was not completely clear what the gravity and extent of this issue was. Was the issue limited to one Flex instructor or more than one, was the grading error, negligence or was it intentional and therefore fraudulent? Dr. Knight examined the grading patterns of the entire Flex program going back two years and he reported his findings during the October 12, 2022 EC meeting. The Dean, Dr. Gee was invited to participate in the meeting like all the other EC members.

The Department Chair, Dr. Dhumal, responded to the student's complaint on October 7, 2022 and provided his reassurance that the grading irregularity would be addressed in the upcoming EC meeting scheduled for October 12, 2022. The student responded on October 7, 2022 via email and stated the following:

"Thank you for getting back to me so quickly, I did not anticipate this. I believe if I think I am doing the right thing, I do not need to worry about negative consequences. I want the UW Parkside program to be as strong as it possibly can because in the end, my name will be on a diploma, certificate, and maybe even a MBA that displays the institution's name."

See Exhibit 6.9, email from student (Subject: 'BALM200X', Email chain originated on July 26, 2022) and an additional forwarded email communication (Subject: 'August Registration', Email chain originated on July 20, 2022) for supporting evidence.

4.2.3 Impact on Student Graduation and Transfers

The Flex BSBA is a competency-based program where students complete requirements at their own place and graduate from the program. The Flex program currently has a robust enrollment but only 18 students have graduated from the program. UWEX provided a list of the 18 graduates that graduated between June 2019 and August 2022. We reviewed their transcripts and checked subscription periods for courses they took with Dr. Bahmani. We then looked in Canvas to see if they completed the appropriate coursework and made all the necessary submissions.

Canvas data goes back two years, prior to that courses were on D2L. We are not able to check the records of 3 graduates who took courses with Dr. Bahmani in prior years. We found convincing evidence that **one student graduated with an MD grade in BAEF 300X without submitting all the assignments required to pass Dr. Bahmani's class. For the remaining 17 students we cannot be sure that they qualified to graduate given that Dr. Bahmani graded all of the students with a perfect score; even those who gave incorrect numerical answers to questions.** The scope of this issue and challenges it poses, leaves us without the time or resources to regrade all of Dr. Bahmani's student submissions over the last 5 years. Without regrading all of Dr. Bahmani's student submissions over the last 5 years we will not truly understand the extent of the impact on students.

See Exhibit 6.18 for supporting evidence.

An even more significant issue brought to our attention by the Flex AD Dr. Knight is that approximately 40% of Flex students have left the program and they may have transferred (or will be transferring) courses to another institution, courses that they may not have actually passed. In his October 16, 2022 reply to EC members, Dr. Knight states:

“Also we have to be vigilant about the total number of students who were enrolled in these courses and what have done since they were awarded credit for these courses. We know probably roughly 40 percent have left the program. Some may have already or will in the future present these courses as transfer credits at other institutions”

See Exhibit 6.19 for an email chain originating on October 12, 2022 entitled ‘Information presented in today’s EC meeting’ for supporting evidence.

There are overwhelming number of students currently in the Flex program have received MD grades for courses that they should not have passed. The challenges posed by this and the cost of correction is addressed in section 5 of this complaint.

4.2.4 Loss of Learning Experience and Value of Degree Received

UW-Parkside’s BSBA Flex program is the only AACSB approved Flex program in the world. Students who pay thousands of dollars in tuition seek a degree from this institution to receive a quality learning experience. By not providing genuine feedback and falsifying student grades, Dr. Bahmani deprived students from this leaning opportunity. Dr. Bahmani’s actions placed these students into courses without meeting the prerequisite further affecting their learning in advanced courses. Not only did Dr. Bahmani not provide these students with the help and attention they deserved but the students paid our university tuition dollars for the benefit.

This complaint would be lacking if we ignored the damage, both real and potential, that Dr. Bahmani has knowingly inflicted upon her students and the entire UW-Parkside student body. Dr. Bahmani’s current students will have the validity of their grades questioned, and her former students will be subject to rumors questioning whether or not they had genuinely earned their degrees. If this matter is not dealt with appropriately, it will be difficult to limit this scandal to only Dr. Bahmani. By falsifying grades, Dr. Bahmani has exposed us all to the real possibility that people in the community will begin questioning whether any UW-Parkside degree is legitimate.

4.3 Comments from EC members

EC Member 1: “It is this factor (Impact on Students) that concerns me the most. there is no other way to put this: Bahmani has basically been running a scam operation,

defrauding students of their tuition without providing any learning in return. It's not surprising that this entire scam operation has come to light, thanks to a complaint lodged by a student who received a MD grade without submitting a single assignment. What kind of a university are we running that awards grades of excellence without satisfying a single course requirement, the student demanded to know. What answer could one possibly give except to own up to the presence of such a faculty member in our ranks? Imagine what went through the mind of this student who had enrolled with us with the trust that we were providing a quality education in return for his tuition. Bahmani could be least bothered by such questions as long as she could keep amassing courses and indiscriminately awarding grades of excellence, whether anything was being done to fulfil the course requirements or not. The sheer contempt and disregard by Bahmani for her chosen profession of teaching is truly breathtaking."

4.4 EC's Observation and Conclusion

Based on the interaction that took place between Dr. Bahmani, Dr. Knight and Prof. Zameeruddin regarding the BALM200X course grade posting, Dr. Bahmani again made false statements without evidence that Dr. Knight had asked her to enter Prof. Zameeruddin's student course grades. In contrast, Dr. Bahmani did not acknowledge her mistake until the complaint was filed with the Faculty Rights and Responsibilities Committee.

A similar pattern is observed with regards to the student complaint. When an honest student brought to Dr. Bahmani's attention that he does not deserve an MD grade for the work he has not completed, she did not alter her fraudulent actions. Dr. Bahmani did not attempt to stop what she had been doing for years. On the contrary, after she changed the complaining student's grade to PR, she continued with her fraudulent grading practice until the matter was brought to light through faculty and student complaints in October 2022. During the October 12, 2022 EC meeting and later in an email explanation, Dr. Bahmani did not acknowledge her grading irregularities or show any remorse for her actions. Instead of correctly grading students for October 2022, she requested to be released from all Flex teaching responsibilities on medical grounds. Furthermore, her response to EC gives EC no faith that Dr. Bahmani will change her behavior rather actions will alter not to get caught.

The student complaint demonstrates that Dr. Bahmani's actions are damaging the value of the degree students receive from the Flex program. The potential damage from Dr. Bahmani's actions are not limited to the Flex program; her actions can destroy the very fabric of trust in UW-Parkside, trust that has taken decades to build. If this matter becomes public knowledge, this institution will suffer irreversible damages.

Dr. Bahmani violated UWS 8.01 which states *"it is the board's purpose to prohibit only those activities which will result in a conflict between the personal interests of an unclassified staff member and that staff member's public responsibilities to the University of Wisconsin System."*

5.0 Compensation of Dr. Bahmani and Cost of Misconduct to the University

5.1 Relevant Policies

Wisconsin Legislature: Chapter UWS 8 provides the Unclassified Staff Code of Ethics. UWS 8.01 states:

"UWS 8.01 Declaration of policy. In view of the special relationship of the University of Wisconsin System to the state and to affirm as public policy within the system certain common standards to prevent conflicts of interest, the board hereby adopts the following code of ethics for unclassified staff pursuant to ss. 19.45 (11) (b) and 36.23, Stats.

*(1) Every member of the unclassified staff at the time of appointment makes a **personal commitment to professional honesty and integrity**, to seek knowledge and to share that knowledge freely with others. Such a commitment is essential for the university to perform its proper function in our society and to ensure continued confidence of the people of this state in the University of Wisconsin System and its personnel. **It is a violation of this commitment for unclassified staff members to seek financial gain for themselves, their immediate families or organizations with which they are associated through activities that conflict with the interests of the University of Wisconsin System.***

(2) The Board of Regents, as a matter of policy, recognizes that:

(a) Members of the unclassified staff have personal and economic interests in the decisions and policies of national, state and local government.

(b) Members of the unclassified staff retain their rights as citizens to interests of a personal or economic nature.

*(c) **The code of ethics must distinguish between those minor and inconsequential conflicts which are unavoidable in a free society and those conflicts which are substantial and material.***

*(3) In adopting the standards of conduct set forth in this chapter, **it is the board's purpose to prohibit only those activities which will result in a conflict between the personal interests of an unclassified staff member and that staff member's public responsibilities to the University of Wisconsin System.** It is not the board's purpose to prohibit an unclassified staff member from freely pursuing those teaching, research, professional and public service activities which will not result in such a conflict, nor to prohibit a staff member from accepting any compensation, fees, honoraria or reimbursement of expenses which may be offered in connection therewith.*

5.2 Application

Below are examples that demonstrate conflicts with the UWS policies stated above.

5.2.1 Overload Teaching and Other compensation

The following table shows Dr. Bahmani's monthly Flex instruction compensation, the number of courses she taught in Flex, and other important compensations/salary adjustments in chronological order. The data is for the period January 2021-present.

Month/ Year	No. of courses	Flex Teaching Compensation	Important Chronology of Dr. Bahmani's Compensation
Jan-21	3	\$300.00	
Feb-21	3	\$300.00	
Mar-21	3	\$300.00	
Apr-21	3	\$345.00	Instructional pay in Flex program increased by 15% for all.
May-21	3	\$345.00	
Jun-21	3	\$345.00	
Jul-21	3	\$230.00	Retired Dean Baldwin appoints Prof. Bahmani as Flex AD with annual compensation of \$28,889 plus 2 course release (\$12,000 equivalent in DOB)
Aug-21	3	\$345.00	Retired Dean Baldwin makes second 9-month base salary adjustment of \$12,700 increase after making first similar salary adjustment during 2019-20.
Sep-21	3	\$402.50	
Oct-21	3	\$460.00	
Nov-21	3	\$460.00	
Dec-21	3	\$402.50	
Jan-22	5	\$575.00	Dr. Bahmani self-assigns 2 additional Project Management Courses beyond her teaching areas.
Feb-22	5	\$632.50	
Mar-22	5	\$632.50	
Apr-22	5	\$632.50	
May-22	5	\$517.50	
Jun-22	14	\$2,576.00	Dr. Bahmani self-assigns another 9 courses beyond her teaching areas.
Jul-22	14	\$3,105.00	Interim Dean Gee appoints Dr. Knight as new Flex AD after Dr. Bahmani resigns abruptly.
Aug-22	14	\$3,277.50	
Sep-22	9	\$2,024.00	Dr. Knight assigns 5 courses from Dr. Bahmani to faculty members in discipline and qualified to teach.
Total from Jan 21		\$18,207.50	

See Exhibit 6.20 for supporting evidence on Flex instruction overload pay.

Dr. Bahmani's instructional compensation for Flex teaching prior to January 2021 was minimal. We estimate this amount to be approximately \$200 to \$300 per month. For the period January 2017-December 2020, estimated average income was \$250 per month or \$3,000 annually. Over a 4-year period, estimated Flex teaching compensation was \$12,000. In comparison, for the period January 2021-September 2022, Dr. Bahmani's Flex compensation was \$18,207.50 as shown in the table below. **Dr. Bahmani received more than \$30,000 in Flex instructional pay for dishonest work.**

Dr. Bahmani's monthly instructional monthly pay was \$345 per (3 courses) in January 2021. Her monthly pay increased to \$3,277.50 in August 2022 (14 courses). This 950% pay increase resulted from Dr. Bahmani's decision to self-assign 11 additional courses beyond her expertise; courses that she graded dishonestly. If Dean Gee were not appointing a new Flex AD, Dr. Knight who made rational decisions, Dr. Bahmani's teaching compensation of \$3,277.50 (\$36,000 annually) would have continued.

It is also relevant to state that **Dr. Bahmani is one of highest paid professors** on a 9-month base pay salary **on the entire UW-Parkside Campus**. Currently, her current base pay 9-month salary is \$134,100 and this has increased more than a 50% increase in 10 years. **Dr. Bahmani received two significant 9-month base salary adjustments made by retired Dean Dirk Baldwin**. The first one was in 2019-20 when she was transferred to the DOB (apart from full professor promotion increase which is standard) and a second increase of \$12,700 was in August 2021. **Dr. Bahmani was appointed as the Flex AD in July 2021 by retired Dean Baldwin and provided additional annual compensation of \$28,889 and two course releases per year (\$12,000 equivalent in DOB)** for her duties as Flex AD. Despite all that this institution has given Dr. Bahmani she chose not to do her job honestly, she did not take her commitment to her students seriously by submitting fraudulent grades, and she received substantial financial compensations. Dr. Bahmani's actions have a potentially detrimental impact to this institution.

5.2.2 Loss of Enrollment, Tuition Revenue, and Cost of Corrective Action

The average number of PR grades awarded in the BSBA Flex program is 49.34% (Refer to section 2.2b for details). Dr. Bahmani taught 14 courses for the Flex program; four courses for the entire duration and ten courses taught for a partial duration.

Courses	No. of Course Enrollments	No PR Grades	Comment
BAEF300X	76	3	Refer to section 2.2 b for details
BAEF301X	74	0	Refer to section 2.2 b for details
BAEF302X	43	0	Refer to section 2.2 b for details
BALM100X	5	0	Refer to section 2.2 d for details
10 Other Courses	72	10	Refer to section 2.2 d for details
Total	270	13	
Percentage		4.81%	

We requested John Standards, Academic Assessment Analyst, to provide data on Mastery Attempts Distribution in the BSBA Flex program since its inception. He finds that out of 2365 courses mastered: 1,808 courses were mastered on the 1st attempt, 401 on the 2nd attempt, 92 on the 3rd attempt, 38 on the 4th attempt, 18 on the 5th attempt, and 8 on the 6th attempt.

See Exhibit 6.22, email from John Standards dated November 11, 2022 (Subject: *Few last questions'*) for supporting evidence.

In contrast, out of 270-course enrollments, Dr. Bahmani awarded mastery grades to 257 students (270-13=257) on the first attempt. We did further analysis to calculate the distribution of mastery attempts in her courses, how many course enrollments we lost, and how many subscription periods this should indicate. Our analysis shows that we lost 90 subscription periods from the academic misconduct of Dr. Bahmani. Students pay \$2,250 per subscription period in the Flex program; **this means the university lost $\$2,250 \times 90 = \$202,500$ in tuition revenue.**

See Exhibit 6.23 for an analysis of the loss of course enrollment and subscription periods for supporting evidence.

During the EC meeting on October 12, 2022, Dr. Knight discussed potential actions that could take to provide affected students with a missed learning opportunity. EC members further emphasized that in a meeting on November 9, 2022, and recommended providing one subscription period for free to all students who have ever taken at least one course with Dr. Bahmani. Dr. Bahmani awarded MD grades to all students who have not completed work, completed some work, or submitted all work. Even among students who submitted all work, she universally scored 100% on all assignments in her finance courses. In addition, perfect scores were awarded for numerical quiz-like questions, even with wrong answers. Thus, if we were to grant the opportunity for students to reenroll in classes they took with Dr. Bahmani, we have to make it available in all 270 cases.

We requested the number of students affected in these 270 cases from John Standards Academic Assessment Analyst. John Standards reported that a total of 122 students had taken at least one course with Dr. Bahmani. See Exhibit 6.22, email from John Standards dated November 11, 2022 (Subject: *Few last questions'*) for supporting evidence.

Out of these 122, 80 students are currently active, 18 students graduated from the program, and another 24 are inactive. Reaching out to all 122 students will be beneficial; perhaps we can gain enrollment back from inactive students. **Providing one free subscription to 122 students will equal $\$274,500$ in tuition revenues.**

Overall, we estimate a loss of \$202,500 in tuition revenues and an expense of \$274,500 in corrective actions. At the same time, we paid Dr. Bahmani over \$30,000 in instructional pay, pay that she did not receive honestly, along with close to \$30,000 plus two-course releases (\$12,000) as a stipend for serving as the Flex AD, an authority she misused for personal financial gain. **The estimated cost of Dr. Bahmani's misconduct to UW-Parkside is $\$549,000$.**

5.2.3 Potential Lawsuits

By not addressing this issue we open ourselves up to a potential class action lawsuit from students for breach of contract. In essence we have taken tuition dollars from students and not provided them with what we promised, an education. Above estimate of \$645,750 does not include cost of potential lawsuits. Thus, it is essential to take swift action against Dr. Bahmani and also provide students option to reenroll for freely for one subscription period.

5.2.4 Impact on Accreditation, Reputation and Future Enrollment

During the last AACSB review visit (Fall 2020), the Flex program was an area of concern; if Dr. Bahmani's grading irregularities come to light, it will directly and negatively affect the DOB's accreditation status and that of the university. If we do not address this issue, we signal to the AACSB that we do not have checks and balances in place, that faculty can award grades as they please with no relation to performance, and that such corrupt practices are permissible as long as they are not detected. Accreditation procedures have been put in place precisely to identify this type of fraud at educational institutions; if we are aware of this matter and do not respond appropriately, our accreditation will be revoked. The consequences of losing our accreditation would be devastating for our enrollments, our programs, and the university as a whole. We cannot put price tag on this item.

5.3 EC's Observation and Conclusion

Dr. Bahmani engaged in fraudulent grading in the Flex Program for five years even while serving as its AD. Without regard for this institution, its faculty and most importantly its students she assigned grades regardless of merit. Despite students complaining about her unfair grading practices, Dr. Bahmani continued grading unethically. Dr. Bahmani received a 950% increase in Flex overload compensation when she self-assigned courses 11 additional courses that she was not qualified to teach, thereby abusing her power for personal financial gains. Dr. Bahmani had a clear and concise understanding of Flex and more importantly its grading system and she breached her ethical and contractual duties to her students and this university.

Dr. Bahmani was the Flex AD, before suddenly resigning and now she has selectively abandoned her Flex teaching duties alone citing medical reasons, all while requesting additional overload teaching at UW-Milwaukee. Not once did she apologize to the colleagues she put at risk or the administration of the institute of her employ. Dr. Bahmani has placed the DOB at risk of losing its AACSB accreditation and will not acknowledge any wrong doing; had she done so, the EC would not have resorted to filing an official complaint. In order to rectify something, Dr. Bahmani would first need to acknowledge her wrong doing. The consequences of losing our accreditation would be devastating for our enrollments, our programs, and the university as a whole.

This institution has lost enrollment and revenue and will incur expenses to right the situation, all because of Dr. Bahmani's arrogance and desire for personal gain. Overall, we estimate a loss of

\$202,500 in tuition revenue, and an expense of \$274,500 in corrective actions due to Dr. Bahmani's fraudulent grading. During this period, Dr. Bahmani was paid over \$30,000 in instructional pay, which she did not receive honestly and an additional \$30,000 plus two course releases valued at \$12,000 as a stipend for serving as the Flex AD. Dr. Bahmani misused her Flex AD authority for personal financial gain; thereby costing this university approximately \$549,000.

Before filing this complaint, the EC gave Dr. Bahmani several opportunities to explain her grading, grade reporting, and course assignments; she was evasive and continually changed her explanation and she defended her misconduct. When provided with evidence contradicting her various inconsistent explanations, Dr. Bahmani responded by making blatantly false statements; this reckless disregard for the truth demonstrates both professional dishonesty and a lack of integrity and Dr. Bahmani does not express any remorse or the desire to rectify the situation or even acknowledge it.

Dr. Bahmani's unethical and unfair grading practice violates the personal commitment to professional honesty and integrity and this institution's commitment to its students and the community. Furthermore, by receiving substantial Flex overload pay for teaching, and grading 14 courses, 11 of which she was not qualified to teach and all of which she did not grade correctly, Dr. Bahmani usurped the university's interest for her personal gain. As demonstrated throughout this complaint, she has violated Wisconsin Legislature: Chapter UWS 8 and UWPF Chapter 7,

We cannot undo Dr. Bahmani's actions, but we can discipline her and prevent them from occurring again. Without an appropriate response to Dr. Bahmani's numerous and repeated violations, the University of Wisconsin-Parkside will be perceived as complicit in her actions and condoning of her behavior. We encourage you to address this matter as an isolated incident dealt with swiftly and sincerely and we recommend the strongest possible corrective action under the provision of Wisconsin Legislature UW 7.03.

6.0 Exhibits

Exhibits are given on next page.

EXHIBIT 6.1

CANVAS GRADEBOOK

[Click here to go back to Sec 2.2](#)

SOLAR GRADE

COURSE: BAEF.300X

Period	Enrl Emplid	Pers Name	Enrl Official
July 21-Sept21			MD
July 21-Sept21			MD
July 21-Sept21			MD

Apply Filters 2021.7 - July Section x

Student Name	Assessment: Capital Budgeting Out of 12	Assessment: Capital Structure Out of 14	Assessment: Sources of Capital Out of 24	Project: Ms & Pa Inc. Project P Out of 18
2021.6 - March Section	12	-	24	-
2021.7 - July Section	12	14	24	18
2021.8 - August Section	12	-	-	-
2021.9 - September Section	-	-	-	-
2021.10 - October Section	-	-	-	-

Aug21-Oct21			
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↑ Light color = MD with partial work

Apply Filters 2021.8 - August Section x

Student Name	Assessment: Capital Budgeting Out of 12	Assessment: Capital Structure Out of 14	Assessment: Sources of Capital Out of 24	Project: Ms & Pa Inc. Project P Out of 18
2021.8 - August Section	12	14	24	-
2021.9 - September Section	-	-	-	-

Sept21-Nov21			MD
Sept21-Nov21			MD
Sept21-Nov21			MD
Sept21-Nov21			MD

Apply Filters 2021.9 - September Section x

Student Name	Assessment: Capital Budgeting Out of 12	Assessment: Capital Structure Out of 14	Assessment: Sources of Capital Out of 24	Project: Ms & Pa Inc. Project P Out of 18
2021.9 - September Section	12	14	24	18
2021.9 - September Section	12	14	24	18
2021.9 - September Section	12	14	24	18
2021.9 - September Section	12	14	24	18

Oct21-Dec21			MD
Oct21-Dec21			MD
Oct21-Dec21			MD
Oct21-Dec21			MD

Apply Filters 2021.10 - October Section x

Student Name	Assessment: Capital Budgeting Out of 12	Assessment: Capital Structure Out of 14	Assessment: Sources of Capital Out of 24	Project: Ms & Pa Inc. Project P Out of 18
2021.10 - October Section	12	14	24	18
2021.10 - October Section	12	-	-	-
2021.10 - October Section	12	14	24	18
2021.10 - October Section	12	14	24	18

Nov21-Jan22			
Nov21-Jan22			MD

↑ Dark Color = MD with no work

Apply Filters 2021.11 - November Section x

Student Name	Assessment: Capital Budgeting Out of 12	Assessment: Capital Structure Out of 14	Assessment: Sources of Capital Out of 24	Project: Ms & Pa Inc. Project P Out of 18
2021.11 - November Section	12	14	24	-
2021.11 - November Section	-	-	-	-

Dec21-Feb22			MD
Dec21-Feb22			MD

Apply Filters 2021.12 - December Section x

Student Name	Assessment: Capital Budgeting Out of 12	Assessment: Capital Structure Out of 14	Assessment: Sources of Capital Out of 24	Project: Ms & Pa Inc. Project P Out of 18

Dec21-Feb22



MD

Student Name	Assessment: Capital Budgeting Out of 12	Assessment: Capital Structure Out of 14	Assessment: Sources of Capital Out of 24	Project: Ma & Pa Inc, Project P Out of 18
2021.12 - December Se...	12	14	24	18
2021.12 - December Se...	12	14	24	18
2021.12 - December Se...	12	14	24	18

Jan22-Mar22



MD

Jan22-Mar22

MD

Apply Filters 2022.1 - January Section x

Student Name	Assessment: Capital Budgeting Out of 12	Assessment: Capital Structure Out of 14	Assessment: Sources of Capital Out of 24	Project: Ma & Pa Inc, Project P Out of 18
2022.1 - January Secto...	12	14	24	18
2022.1 - January Secto...	12	14	24	18

Feb22-Apr22



MD

Feb22-Apr22

MD

Feb22-Apr22

MD

Feb22-Apr22

MD

Apply Filters 2022.2 - February Section x

Student Name	Assessment: Capital Budgeting Out of 12	Assessment: Capital Structure Out of 14	Assessment: Sources of Capital Out of 24	Project: Ma & Pa Inc, Project P Out of 18
2022.2 - February Sect...	12	14	24	18
2022.2 - February Sect...	12	14	24	18
2022.2 - February Sect...	12	14	24	18
2022.2 - February Sect...	12	-	-	-
2022.2 - February Sect...	12	-	-	-

Mar22-May22



MD

Mar22-May22

MD

Mar22-May22

MD

Mar22-May22

MD

Mar22-May22

MD

Apply Filters 2022.3 - March Section x

Student Name	Assessment: Capital Budgeting Out of 12	Assessment: Capital Structure Out of 14	Assessment: Sources of Capital Out of 24	Project: Ma & Pa Inc, Project P Out of 18
2022.3 - March Sectio...	12	14	24	-
2022.3 - March Sectio...	12	14	24	18
2022.3 - March Sectio...	12	14	24	18
2022.3 - March Sectio...	12	14	24	18
2022.3 - March Sectio...	12	14	24	18
2022.3 - March Sectio...	12	14	24	18

Apr22-Jun22



W

Apr22-Jun22

MD

Apr22-Jun22

MD

Apply Filters 2022.4 - April Section x

Student Name	Assessment: Capital Budgeting Out of 12	Assessment: Capital Structure Out of 14	Assessment: Sources of Capital Out of 24	Project: Ma & Pa Inc, Project P Out of 18
2022.4 - April Sectio...	12	14	24	18
2022.4 - April Sectio...	12	14	24	18

June22-Aug22



MD

Apply Filters 2022.6 - June Section x

Student Name	Assessment: Capital Budgeting Out of 12	Assessment: Capital Structure Out of 14	Assessment: Sources of Capital Out of 24	Project: Ma & Pa Inc, Project P Out of 18
2022.6 - June Sectio...	12	14	24	18

Course BAEF 301X

Period Enrl Emplid Pers Name Enrl Official Grade

Aug21-Oct21

Aug21-Oct21

[Redacted] MD

Apply Filters 2021.8 - August Section x

Student Name	Assessment: Federal Reserve C Out of 18	Assessment: Financial Risk in B Out of 18	Assessment: Financial Markets Out of 12	Assessment: Financial Institutions Out of 6	Project: Stock Market Perform Out of 24
[Redacted]	18	18	12	6	24
2021.8 - August Section					
2021.8 - August Section					

Apply Filters 2021.8 - August Section x

Student Name	Percent of Course Credits Out of 2	Final Course Credits Out Out of 2	Assessment 100% of grade	Active Line Grade Out of 100%	Prctice Out of 100%	Final Course Credit Out of 100%	Impaired Assessment Out of 100%	Total
[Redacted]		1	100%					100% ND
2021.8 - August Section								
2021.8 - August Section								

Sept21-Nov21

Sept21-Nov21

Sept21-Nov21

Sept21-Nov21

Sept21-Nov21

Sept21-Nov21

[Redacted] MD
[Redacted] MD
[Redacted] MD
[Redacted] MD
[Redacted] MD
[Redacted] MD

Apply Filters 2021.9 - September Section x

Student Name	Assessment: Federal Reserve C Out of 18	Assessment: Financial Risk in B Out of 18	Assessment: Financial Markets Out of 12	Assessment: Financial Institutions Out of 6	Project: Stock Market Perform Out of 24
[Redacted]	18	18	12	6	24
[Redacted]	18	18	12	6	24
[Redacted]	18	18	12	6	24
[Redacted]	10	18	12	6	24
[Redacted]	18	18	12	6	24
[Redacted]	18	18	12	6	24

Oct21-Dec21

Oct21-Dec21

Oct21-Dec21

[Redacted] MD
[Redacted] MD
[Redacted] MD

Apply Filters 2021.10 - October Section x

Student Name	Assessment: Federal Reserve C Out of 18	Assessment: Financial Risk in B Out of 18	Assessment: Financial Markets Out of 12	Assessment: Financial Institutions Out of 6	Project: Stock Market Perform Out of 24
[Redacted]	18	18	12	6	24
[Redacted]	18	18	12	6	24
2021.10 - October Section					
2021.10 - October Section					

Student Name	Percent of Course Credits Out of 2	Final Course Credits Out Out of 2	Assessment 100% of grade	Active Line Grade Out of 100%	Prctice Out of 100%	Final Course Credit Out of 100%	Impaired Assessment Out of 100%	Total
[Redacted]		1	100%					100% ND
[Redacted]		1	100%					100% ND
[Redacted]		1						100%

Dec21-Feb22

Dec21-Feb22

[Redacted] MD
[Redacted] MD

Apply Filters 2021.12 - December Section x

Student Name	Assessment: Federal Reserve C Out of 18	Assessment: Financial Risk in B Out of 18	Assessment: Financial Markets Out of 12	Assessment: Financial Institutions Out of 6	Project: Stock Market Perform Out of 24
[Redacted]	18	18	12	6	24
[Redacted]	18	18	12	6	24
2021.12 - December Section					

Jan22-Mar22

Jan22-Mar22

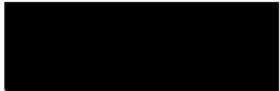
Jan22-Mar22

[Redacted] MD
[Redacted] MD
[Redacted] MD

Apply Filters 2022.1 - January Section x

Student Name	Assessment: Federal Reserve C Out of 18	Assessment: Financial Risk in B Out of 18	Assessment: Financial Markets Out of 12	Assessment: Financial Institutions Out of 6	Project: Stock Market Perform Out of 24
[Redacted]	18	18	12	6	24
2022.1 - January Section					

Jan22-Mar22
Jan22-Mar22



MD
MD

Student Name	Assessment: Federal Reserve C Out of 18	Assessment: Financial Risk in B Out of 18	Assessment: Financial Markets Out of 12	Assessment: Financial Institutions Out of 6	Project: Stock Market Perform Out of 24
[Redacted]	18	18	12	6	24
[Redacted]	18	18	12	6	24
[Redacted]	18	18	12	6	24
[Redacted]	18	18	12	6	24

Feb22-Apr22
Feb22-Apr22
Feb22-Apr22



MD
MD
MD

Apply Filters: 2022.2 - February Section x

Student Name	Assessment: Federal Reserve C Out of 18	Assessment: Financial Risk in B Out of 18	Assessment: Financial Markets Out of 12	Assessment: Financial Institutions Out of 6	Project: Stock Market Perform Out of 24
[Redacted]	-	-	-	6	24
[Redacted]	-	-	-	-	-
[Redacted]	18	18	12	6	24

Apply Filters: 2022.3 - February Section x

Student Name	Final Exam Score Out of 6	Final Exam Grade Out of 6	Assessment: Federal Reserve C Out of 18	Assessment: Financial Risk in B Out of 18	Assessment: Financial Markets Out of 12	Assessment: Financial Institutions Out of 6	Project: Stock Market Perform Out of 24	Final Grade
[Redacted]	-	-	-	-	-	-	-	100%
[Redacted]	-	-	-	-	-	-	-	100%

Apr22-Jun22

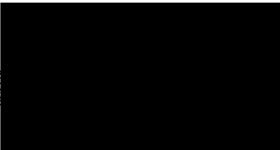


MD

Apply Filters: 2022.4 - April Section x

Student Name	Assessment: Federal Reserve C Out of 18	Assessment: Financial Risk in B Out of 18	Assessment: Financial Markets Out of 12	Assessment: Financial Institutions Out of 6	Project: Stock Market Perform Out of 24
[Redacted]	18	18	12	6	24

May22-Jul22
May22-Jul22
May22-Jul22
May22-Jul22



MD
MD
MD
MD

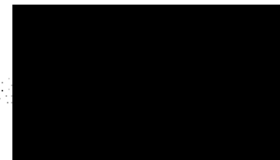
Apply Filters: 2022.5 - May Section x

Student Name	Assessment: Federal Reserve C Out of 18	Assessment: Financial Risk in B Out of 18	Assessment: Financial Markets Out of 12	Assessment: Financial Institutions Out of 6	Project: Stock Market Perform Out of 24
[Redacted]	18	18	12	6	24
[Redacted]	17	18	12	6	24
[Redacted]	-	-	-	-	-
[Redacted]	18	-	-	-	-

Apply Filters: 2022.5 - May Section x

Student Name	Final Exam Score Out of 6	Final Exam Grade Out of 6	Assessment: Federal Reserve C Out of 18	Assessment: Financial Risk in B Out of 18	Assessment: Financial Markets Out of 12	Assessment: Financial Institutions Out of 6	Project: Stock Market Perform Out of 24	Final Grade
[Redacted]	-	-	-	-	-	-	-	100%
[Redacted]	-	-	-	-	-	-	-	96.7%
[Redacted]	-	-	-	-	-	-	-	100%

June22-Aug22
June22-Aug22
June22-Aug22
June22-Aug22



MD
MD
MD
MD

Apply Filters: 2022.6 - June Section x

Student Name	Assessment: Federal Reserve C Out of 18	Assessment: Financial Risk in B Out of 18	Assessment: Financial Markets Out of 12	Assessment: Financial Institutions Out of 6	Project: Stock Market Perform Out of 24
[Redacted]	18	18	12	6	24
[Redacted]	18	18	12	6	24
[Redacted]	18	-	-	-	-
[Redacted]	18	18	12	6	24

Course :BAEF 302X

Period Enrl Empli Pers Name Enrl Official Grade
 Aug21-Oct21 [REDACTED] MD

Apply Filters 2021.8 - August Section x

Student Name	Assessment: Johnson and John Out of 48	Assessment: Analyzing Persons Out of 12	Assessment: Financial Calcula Out of 12	Assessment: Business Valuat Out of 12	Project: Valuation of a Firm Out of 18
[REDACTED]	48	12	12	12	18

Sept21-Nov21 [REDACTED] MD
 Sept21-Nov21 [REDACTED] MD
 Sept21-Nov21 [REDACTED] MD

Apply Filters 2021.9 - September Section x

Student Name	Assessment: Johnson and John Out of 48	Assessment: Analyzing Persons Out of 12	Assessment: Financial Calcula Out of 12	Assessment: Business Valuat Out of 12	Project: Valuation of a Firm Out of 18
[REDACTED]	48	12	12	12	18
[REDACTED]	48	12	12	12	18
[REDACTED]	48	12	12	12	18

Oct21-Dec21 [REDACTED] MD
 Oct21-Dec21 [REDACTED] MD

Apply Filters 2021.10 - October Section x

Student Name	Assessment: Johnson and John Out of 48	Assessment: Analyzing Persons Out of 12	Assessment: Financial Calcula Out of 12	Assessment: Business Valuat Out of 12	Project: Valuation of a Firm Out of 18
[REDACTED]	48	12	12	12	18
[REDACTED]	48	12	12	12	18

Dec21-Feb22 [REDACTED] MD

Apply Filters 2021.12 - December Section x

Student Name	Assessment: Johnson and John Out of 48	Assessment: Analyzing Persons Out of 12	Assessment: Financial Calcula Out of 12	Assessment: Business Valuat Out of 12	Project: Valuation of a Firm Out of 18
[REDACTED]	48	12	12	12	18

Jan22-Mar22 [REDACTED] MD
 Jan22-Mar22 [REDACTED] MD

Apply Filters 2022.1 - January Section x

Student Name	Assessment: Johnson and John Out of 48	Assessment: Analyzing Persons Out of 12	Assessment: Financial Calcula Out of 12	Assessment: Business Valuat Out of 12	Project: Valuation of a Firm Out of 18
[REDACTED]	48	12	12	12	18
[REDACTED]	48	12	12	12	18

Feb22-Apr22 [REDACTED] MD

Apply Filters 2022.2 - February Section x

Student Name	Assessment: Johnson and John Out of 48	Assessment: Analyzing Persons Out of 12	Assessment: Financial Calcula Out of 12	Assessment: Business Valuat Out of 12	Project: Valuation of a Firm Out of 18
[REDACTED]	48	12	12	12	18

Apr22-Jun22 [REDACTED] MD
 Apr22-Jun22 [REDACTED] MD
 Apr22-Jun22 [REDACTED] MD

Apply Filters 2022.4 - April Section x

Student Name	Assessment: Johnson and John Out of 48	Assessment: Analyzing Persons Out of 12	Assessment: Financial Calcula Out of 12	Assessment: Business Valuat Out of 12	Project: Valuation of a Firm Out of 18
[REDACTED]	48	12	12	12	18



48	12	12	12	18
48	12	12	12	18

May22-Jul22



MD

Apply Filters 2022.5 - May Section

Student Name	Assessment: Johnson and John Out of 48	Assessment: Analyzing Purposes Out of 12	Assessment: Financial Calculators Out of 11	Assessment: Business Valuation Out of 12	Project: Valuation of a Firm Out of 18
[Redacted]	48	12		12	

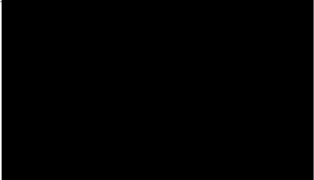
[Click here to go back to Sec 2.2 d](#)

Course : BALM100X

Period

d Pers Name

June22-Aug22
June22-Aug22
June22-Aug22
June22-Aug22
June22-Aug22



Enrl Official Grade

MD
MD
MD
MD
MD

Empty table with two rows

Apply Filters 2022.6 - June Section x

Student Name	Project Market Research and Out of 40	Assessment: Recognizing Unit Out of 40	Assessment: Navigating the ES Out of 20
[Redacted]	-	40	-
[Redacted]	40	40	20
[Redacted]	40	40	20
[Redacted]	40	40	20
[Redacted]	40	40	20

EXHIBIT 6.2

From: [Knight, Peter C](#)
To: [Dhumal, Parag](#)
Subject: Fw: Mastery data
Date: Tuesday, November 1, 2022 11:17:42 PM
Attachments: [BSBA Mastery rate since program launch.xlsx](#)

← Data from this file
is on next page

Below is the complete explanation

Dr. Peter Knight,
Full Professor, Sales and Marketing
Director- Sales Center
University of Wisconsin Parkside
Room 353
Kenosha , Wisconsin

53141 -2000

From: Specht-Boardman, Ryan <ryan.spechtboardman@uwex.wisconsin.edu>
Sent: Monday, October 31, 2022 3:53 PM
To: Knight, Peter C <knightp@uwp.edu>
Subject: Mastery data

External Email: Use caution responding, opening attachments, or clicking on links.

Peter –

You had requested the PR grade rate for the BSBA program. Please see attached. Any grade information that we have comes from the data feed from SOLAR. This is data as of July 2022 (it's always going to have about a 3 month delay). Also, column G is called 'failed/withdrawn' – however, this data is almost exclusively withdrawals. As you know, getting a failing grade under the prior policy was very difficult (you could only get an F grade after 6 attempts at a course).

The only wonky thing with this data is the Math courses, which changed their name from BAMA 100/101/102 to Math 105 so you'll see those are listed separately here. But the rest should be pretty intuitive.

Thanks,

Ryan Specht-Boardman
Senior Program Manager
UW Flexible Option | UW Boot Camps | UW Skills Forward
608.890.4481 | ryan.spechtboardman@uwex.wisconsin.edu



Mastery Data for all BSBA Flex courses since program launch in Dec 2016

	Course	# of Students	# of Course Enrollments	Percent In Progress Grades	Percent Mastered	Percent Failed/Withdrawn
Business Administration, Bachelor's Degree	BAEF100X	265.00	349.00	53.6%	42.4%	4.0%
	BAEF101X	122.00	222.00	68.5%	29.7%	1.8%
	BAEF110X	153.00	217.00	58.1%	38.7%	3.2%
	BAEF111X	68.00	125.00	57.6%	40.0%	2.4%
	BAEF200X	198.00	361.00	71.7%	24.9%	3.3%
	BAEF201X	76.00	95.00	32.6%	63.2%	4.2%
	BAEF210X	61.00	77.00	36.4%	61.0%	2.6%
	BAEF211X	44.00	54.00	29.6%	66.7%	3.7%
	BAEF212X	35.00	41.00	17.1%	80.5%	2.4%
	BAEF300X	69.00	76.00	3.9%	94.7%	1.3%
	BAEF301X	69.00	74.00	0.0%	97.3%	2.7%
	BAEF302X	41.00	43.00	0.0%	97.7%	2.3%
	BALM100X	6.00	6.00	0.0%	100.0%	0.0%
	BALM200X	219.00	336.00	61.0%	36.0%	3.0%
	BALM300X	181.00	257.00	55.3%	42.8%	1.9%
	BALM310X	74.00	129.00	62.0%	38.0%	0.0%
	BALM320X	55.00	93.00	52.7%	45.2%	2.2%
	BALM321X	37.00	48.00	27.1%	72.9%	0.0%
	BALM400X	24.00	29.00	17.2%	82.8%	0.0%
	BALM410X	21.00	26.00	19.2%	80.8%	0.0%
	BAMA100X	100.00	126.00	51.6%	40.5%	7.9%
	BAMA101X	43.00	53.00	20.8%	69.8%	9.4%
	BAMA102X	31.00	36.00	16.7%	75.0%	8.3%
	BAMA300X	77.00	147.00	67.3%	32.0%	0.7%
	BAMA301X	42.00	73.00	57.5%	39.7%	2.7%
	BAMS300X	150.00	209.00	53.6%	45.5%	1.0%
	BAMS301X	74.00	112.00	51.8%	47.3%	0.9%
	BAMS310X	53.00	65.00	27.7%	69.2%	3.1%
	BAMS311X	40.00	61.00	41.0%	55.7%	3.3%
	BAOS300X	361.00	489.00	54.4%	42.3%	3.3%
	BAOS301X	73.00	87.00	25.3%	71.3%	3.4%
	BAOS302X	81.00	110.00	46.4%	52.7%	0.9%
	BAOS303X	36.00	47.00	34.0%	66.0%	0.0%
BAOS310X	49.00	88.00	55.7%	43.2%	1.1%	
BAOS311X	28.00	43.00	44.2%	53.5%	2.3%	
BAOS320X	37.00	51.00	37.3%	60.8%	2.0%	
BAOS321X	27.00	31.00	16.1%	83.9%	0.0%	
BAOS400X	23.00	25.00	8.0%	92.0%	0.0%	
BAOS401X	22.00	22.00	0.0%	100.0%	0.0%	
BAOS402X	22.00	26.00	15.4%	84.6%	0.0%	
MATH105A	33.00	39.00	41.0%	56.4%	2.6%	
MATH105B	20.00	21.00	4.8%	95.2%	0.0%	
MATH105C	17.00	17.00	0.0%	82.4%	17.6%	
MATH105X	14.00	15.00	60.0%	40.0%	0.0%	
Total		421.00	4,651.00	49.3%	48.0%	2.7%

Three Finance Courses and one Business Course of Dr. Bahmani

Click here to go back to Sec 2.2 b

EXHIBIT 6.3

From: [Knight, Peter C](#)
To: [Dhumal, Parag](#)
Cc: [Gee, Michele V](#)
Subject: Re: BAEF 300X Capital Budgeting quiz : Incorrect Grading
Date: Wednesday, November 2, 2022 2:20:02 PM

I'll try to get that information to you tonight but if you have administrator access you can too
The names of the students are on the screenshots I believe.

Dr. Peter Knight,
Full Professor, Sales and Marketing
Director- Sales Center
University of Wisconsin Parkside
Room 353
Kenosha , Wisconsin

53141 -2000

From: Dhumal, Parag <dhumal@uwp.edu>
Sent: Tuesday, November 1, 2022 7:20 PM
To: Knight, Peter C <knightp@uwp.edu>
Cc: Gee, Michele V <gee@uwp.edu>; Dhumal, Parag <dhumal@uwp.edu>
Subject: BAEF 300X Capital Budgeting quiz : Incorrect Grading

Peter:

Thanks you for covering Sahar's Flex classes until we find suitable replacement. I am glad you are discussing with Michelle Gabor, finance lecturer, to cover her courses.

To clarify your response below are you saying, in BAEF 300X course, for Capital Budgeting quiz students received full score even with wrong answers? This means even amongst students who completed assignment and were awarded 'MD' grade should not have passed course. I will be sure to add this information in EC report. Also can you state more information regarding name of student subscription period etc. ? Complaint need to be backed by evidences so having this information will be useful.

Thank you

Parag Dhumal, PhD, CPIM, CSCP

Professor and Chair, Dept. of Business
Chair, UW-Parkside Faculty Senate
College of Business, Economics & Computing
University of Wisconsin-Parkside
Dhumal@uwp.edu | +1-262-595-2719

From: Knight, Peter C

Sent: Monday, October 31, 2022 10:46 AM

To: Dhumal, Parag <dhumal@uwp.edu>; Gee, Michele V <gee@uwp.edu>

[Click here to go back to Sec 2.2 c](#)

Subject: Re: For your information

To clarify seems I meant BAEF 300X Capital Budgeting quiz. A number of completely incorrect numerical answers were awarded full marks on questions 1 and 2 amongst those who were awarded MD for the course. They should have retaken the assessments. These were not included in the analysis of fraudulent grades presented to EC. ie the numbers are higher

Dr. Peter Knight

Full Professor of Marketing, Director-Sales Center,and Online Business Degree Completion Programs

College of Business, Economics and Computing

University of Wisconsin-Parkside

53141-2000

<https://www.linkedin.com/in/peter-knight-ph-d-5a87391b>

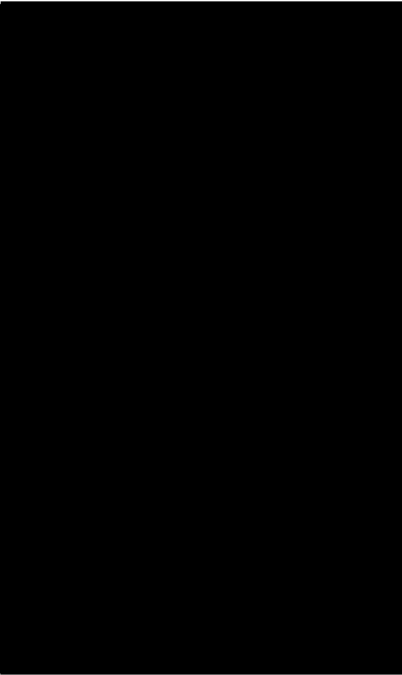
Class	Subscription	Period	Enrl Emplid	Pers Name	Enrl Official Grade
BALM 200X		1 July 21-Sept21			MD
BALM 200X		1 July 21-Sept21			PR
BALM 200X		1 July 21-Sept21			PR
BALM 200X		1 July 21-Sept21			MD
BALM 200X		1 July 21-Sept21			PR
BALM 200X		2 Aug21-Oct21			PR
BALM 200X		2 Aug21-Oct21			PR
BALM 200X		2 Aug21-Oct21			MD
BALM 200X		2 Aug21-Oct21			PR
BALM 200X		2 Aug21-Oct21			PR
BALM 200X		2 Aug21-Oct21			PR
BALM 200X		2 Aug21-Oct21			PR
BALM 200X		2 Aug21-Oct21			PR
BALM 200X		2 Aug21-Oct21			MD
BALM 200X		3 Sept21-Nov21			PR
BALM 200X		3 Sept21-Nov21			PR
BALM 200X		3 Sept21-Nov21			PR
BALM 200X		3 Sept21-Nov21			PR
BALM 200X		3 Sept21-Nov21			PR
BALM 200X		3 Sept21-Nov21			PR
BALM 200X		3 Sept21-Nov21			MD
BALM 200X		3 Sept21-Nov21			MD
BALM 200X		3 Sept21-Nov21			MD
BALM 200X		3 Sept21-Nov21			PR
BALM 200X		3 Sept21-Nov21			MD
BALM 200X		4 Oct21-Dec21			PR
BALM 200X		4 Oct21-Dec21			W
BALM 200X		4 Oct21-Dec21			MD
BALM 200X		4 Oct21-Dec21			MD
BALM 200X		4 Oct21-Dec21			MD
BALM 200X		4 Oct21-Dec21			MD
BALM 200X		4 Oct21-Dec21			PR
BALM 200X		4 Oct21-Dec21			PR
BALM 200X		4 Oct21-Dec21			PR
BALM 200X		5 Nov21-Jan22			MD
BALM 200X		5 Nov21-Jan22			MD
BALM 200X		5 Nov21-Jan22			PR
BALM 200X		5 Nov21-Jan22			PR
BALM 200X		5 Nov21-Jan22			W
BALM 200X		5 Nov21-Jan22			PR
BALM 200X		5 Nov21-Jan22			MD

BALM 200X 6 Dec21-Feb22
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 BALM 200X 6 Dec21-Feb22
 BALM 200X 6 Dec21-Feb22



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BALM 200X 7 Jan22-Mar22
 BALM 200X 7 Jan22-Mar22
 BALM 200X 7 Jan22-Mar22
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 BALM 200X 7 Jan22-Mar22
 BALM 200X 7 Jan22-Mar22
 BALM 200X 7 Jan22-Mar22



PR
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BALM 200X 8 Feb22-Apr22
 BALM 200X 8 Feb22-Apr22
 BALM 200X 8 Feb22-Apr22
 BALM 200X 8 Feb22-Apr22
 BALM 200X 8 Feb22-Apr22
 BALM 200X 8 Feb22-Apr22
 BALM 200X 8 Feb22-Apr22
 BALM 200X 8 Feb22-Apr22
 BALM 200X 8 Feb22-Apr22



PR
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 PR
 MD
 PR

BALM 200X 9 Mar22-May22
 BALM 200X 9 Mar22-May22
 BALM 200X 9 Mar22-May22
 BALM 200X 9 Mar22-May22
 BALM 200X 9 Mar22-May22



MD
 PR
 PR
 PR
 MD

Courses highlighted in yellow are the only ones taught by Dr. Bahmani

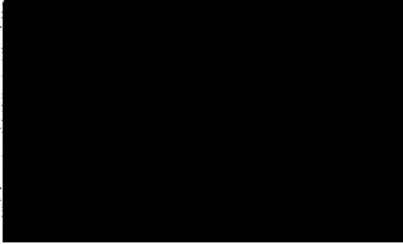
BALM 200X 9 Mar22-May22
 BALM 200X 9 Mar22-May22
 BALM 200X 9 Mar22-May22
 BALM 200X 9 Mar22-May22
 BALM 200X 9 Mar22-May22



MD
 MD
 MD
 PR
 PR

Light color indicate M or MD with partial work completed

BALM 200X 10 Apr22-Jun22
 BALM 200X 10 Apr22-Jun22
 BALM 200X 10 Apr22-Jun22
 BALM 200X 10 Apr22-Jun22
 BALM 200X 10 Apr22-Jun22
 BALM 200X 10 Apr22-Jun22



MD
 MD
 MD
 M
 MD
 MD

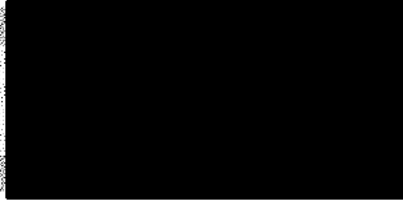
Apply Filters 2022-1 - April Section x End Date: 6/30/2022 x

Clear All Filter

Student Name	Assessment: Conduct a Resubm Out of 30	Assessment: Classroom Obser Out of 30	Assessment: Collaboration Coor Out of 30	Assessment: Form of Dispute Out of 20	Assessment: Counsel and Civil Out of 20	Assessment: Elements of a Con Out of 20	Assessment: Deliberates of Cont Out of 20
[Redacted]	30	30	30	20	19	20	20
[Redacted]	30	30	30	19	20	20	20
[Redacted]	30	30	30	20	20	20	20
[Redacted]	-	-	-	16	18	16	16
[Redacted]	30	30	30	20	19	20	-
[Redacted]	30	30	30	19	18	20	19

Canvas Gradebook

BALM 200X 11 May22-Jul22
 BALM 200X 11 May22-Jul22
 BALM 200X 11 May22-Jul22
 BALM 200X 11 May22-Jul22
 BALM 200X 11 May22-Jul22



MD
 MD
 MD
 W
 MD

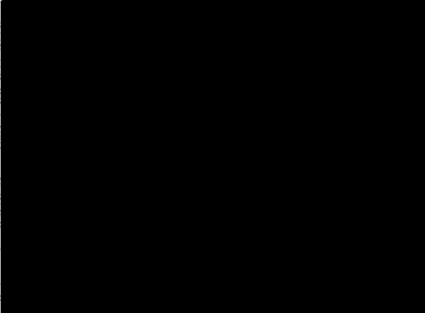
Apply Filters 2022-5 - May Section x

Clear All Filter

Student Name	Assessment: Conduct a Resubm Out of 30	Assessment: Classroom Obser Out of 30	Assessment: Collaboration Coor Out of 30	Assessment: Form of Dispute Out of 20	Assessment: Counsel and Civil Out of 20	Assessment: Elements of a Con Out of 20	Assessment: Deliberates of Cont Out of 20
[Redacted]	-	30	30	20	20	20	20
[Redacted]	30	-	30	20	20	20	20
[Redacted]	-	-	-	-	-	-	-

Dark color indicate MD grade without any work submitted

BALM 200X 12 June22-Aug22
 BALM 200X 12 June22-Aug22
 BALM 200X 12 June22-Aug22
 BALM 200X 12 June22-Aug22
 BALM 200X 12 June22-Aug22
 BALM 200X 12 June22-Aug22
 BALM 200X 12 June22-Aug22
 BALM 200X 12 June22-Aug22



MD
 PR
 MD
 W
 MD
 MD
 MD

Apply Filters 2022-6 - June Section x

Clear All Filter

Student Name	Assessment: Conduct a Resubm Out of 30	Assessment: Classroom Obser Out of 30	Assessment: Collaboration Coor Out of 30	Assessment: Form of Dispute Out of 20	Assessment: Counsel and Civil Out of 20	Assessment: Elements of a Con Out of 20	Assessment: Deliberates of Cont Out of 20
[Redacted]	30	30	-	20	20	17	18
[Redacted]	30	0	-	-	-	-	-
[Redacted]	30	30	30	19	17	20	16
[Redacted]	30	30	30	20	20	20	20
[Redacted]	30	30	30	19	20	20	19
[Redacted]	30	30	30	20	20	20	20
[Redacted]	30	30	30	19	17	17	17

Class	Subscrip Period	Enrl Emplid	Pers Name	Enrl Official Grade
BALM 320X	1 July 21-Sept21			MD
BALM 320X	2 Aug21-Oct21			PR
BALM 320X	2 Aug21-Oct21			PR
BALM 320X	2 Aug21-Oct21			PR
BALM 320X	3 Sept21-Nov21			PR
BALM 320X	3 Sept21-Nov21			MD
BALM 320X	3 Sept21-Nov21			PR
BALM 320X	3 Sept21-Nov21			PR
BALM 320X	3 Sept21-Nov21			PR
BALM 320X	3 Sept21-Nov21			MD
BALM 320X	4 Oct21-Dec21			PR
BALM 320X	5 Nov21-Jan22			PR
BALM 320X	5 Nov21-Jan22			MD
BALM 320X	5 Nov21-Jan22			PR
BALM 320X	5 Nov21-Jan22			MD
BALM 320X	6 Dec21-Feb22			PR
BALM 320X	6 Dec21-Feb22			MD
BALM 320X	6 Dec21-Feb22			PR
BALM 320X	6 Dec21-Feb22			MD
BALM 320X	6 Dec21-Feb22			MD
BALM 320X	6 Dec21-Feb22			M
BALM 320X	7 Jan22-Mar22			PR
BALM 320X	7 Jan22-Mar22			PR
BALM 320X	7 Jan22-Mar22			PR
BALM 320X	7 Jan22-Mar22			MD
BALM 320X	7 Jan22-Mar22			MD
BALM 320X	7 Jan22-Mar22			MD
BALM 320X	8 Feb22-Apr22			MD
BALM 320X	8 Feb22-Apr22			MD
BALM 320X	8 Feb22-Apr22			PR
BALM 320X	8 Feb22-Apr22			MD
BALM 320X	9 Mar22-May22			PR
BALM 320X	9 Mar22-May22			PR
BALM 320X	9 Mar22-May22			MD
BALM 320X	10 Apr22-Jun22			MD
BALM 320X	10 Apr22-Jun22			MD
BALM 320X	10 Apr22-Jun22			MD

BALM 320X 10 Apr22-Jun22
 BALM 320X 10 Apr22-Jun22
 BALM 320X 10 Apr22-Jun22
 BALM 320X 10 Apr22-Jun22

PR
 PR
 W
 PR

Apply Filters 2022.4 - April Section x

Student Name	Assessment: Project Charter Out of 100	Assessment: Cost Benefit Anal Out of 100	Assessment: Schedule Out of 100	Assessment: Requirements Out of 100	Assessment: Stakeholders & R Out of 100	Assessment: Project Status Rep Out of 100
	87	90	100	100	100	100
	100	100	100	100	100	100
	73	100	100	96	100	100
	100	100	-	-	-	-
	100	100	-	-	-	-
	100	100	100	100	100	100

Class	Subscription	Period	Enrl Emplid	Pers Name	Enrl Official Grade
BALM 321X		1 July 21-Sept21			MD
BALM 321X		1 July 21-Sept21			MD
BALM 321X		4 Oct21-Dec21			MD
BALM 321X		4 Oct21-Dec21			MD
BALM 321X		4 Oct21-Dec21			PR
BALM 321X		6 Dec21-Feb22			PR
BALM 321X		7 Jan22-Mar22			MD
BALM 321X		8 Feb22-Apr22			PR
BALM 321X		9 Mar22-May22			PR
BALM 321X		9 Mar22-May22			MD
BALM 321X		9 Mar22-May22			MD
BALM 321X		9 Mar22-May22			PR
BALM 321X		9 Mar22-May22			MD
BALM 321X		10 Apr22-Jun22			MD
BALM 321X		10 Apr22-Jun22			MD
BALM 321X		10 Apr22-Jun22			MD

Apply Filters 2022.4 - April Section x

Student Name	Assessment: Schedule Control Out of 100	Assessment: Cost Control Out of 14	Assessment: Risk Management Out of 100	Assessment: Quality Management Out of 100	Assessment: Process Groups 6 Out of 100
	82	14	100	100	96
	82	13	100	95	100
	96.67	14	97	100	100

BALM 321X		11 May22-Jul22			MD
-----------	--	----------------	--	--	----

Apply Filters 2022.5 - May Section x

Student Name	Assessment: Schedule Control Out of 100	Assessment: Cost Control Out of 14	Assessment: Risk Management Out of 100	Assessment: Quality Management Out of 100	Assessment: Process Groups 6 Out of 100
	93.34	12	95	100	96

BALM 321X		12 June22-Aug22			MD
BALM 321X		12 June22-Aug22			MD
BALM 321X		12 June22-Aug22			MD

Apply Filters 2022.6 - June Section x

Student Name	Assessment: Schedule Control Out of 100	Assessment: Cost Control Out of 14	Assessment: Risk Management Out of 100	Assessment: Quality Management Out of 100	Assessment: Process Groups 6 Out of 100
	96.67	13	100	100	100
	100	13	100	100	100
	100	14	91	100	100

Class	Subscription	Period	Enrl Emplid	Pers Name	Enrl Official Grade
BALM 400X		3 Sept21-Nov21			PR
BALM 400X		3 Sept21-Nov21			M
BALM 400X		4 Oct21-Dec21			M
BALM 400X		4 Oct21-Dec21			M
BALM 400X		6 Dec21-Feb22			M
BALM 400X		10 Apr22-Jun22			MD
BALM 400X		10 Apr22-Jun22			MD
BALM 400X		10 Apr22-Jun22			MD
BALM 400X		10 Apr22-Jun22			MD
BALM 400X		11 May22-Jul22			MD

Student Name	Assessment: Foundations of SI Out of 30	Assessment: Business Models Out of 9	Assessment: Strategic Assessment Out of 20	Assessment: Strategic Planning Out of 30	Assessment: Strategic Implementation Out of 20	Project Assessment Out of 40
	30	9	20	30	20	40
	28	9	18	30	16	40
	29	9	20	30	20	40
	27	9	20	30	20	40

Apply Filters 2022.5 - May Session x

Student Name	Assessment: Foundations of SI Out of 30	Assessment: Business Models Out of 9	Assessment: Strategic Assessment Out of 20	Assessment: Strategic Planning Out of 30	Assessment: Strategic Implementation Out of 20	Project Assessment Out of 40
2022.5 - May Session	30	9	20	30	20	40

Class	Subscrip Period	Enrl Emplid	Pers Name	Enrl Official Grade
BALM 410X	2 Aug21-Oct21			MD
BALM 410X	3 Sept21-Nov21			MD
BALM 410X	4 Oct21-Dec21			MD
BALM 410X	7 Jan22-Mar22			MD
BALM 410X	9 Mar22-May22			M
BALM 410X	11 May22-Jul22			MD

Apply Filters 2022.5 - Ivay Section x

Student Name	Project Details: Submission #1 Out of 100	Project Details: Submission #2 Out of 100	Project Details: Submission #3 Out of 100	Project Details: Submission #4 Out of 70
	100	100	100	70

Class	Subscription	Period	Enrl Emplid	Pers Name	Enrl Official Grade
BAOS 310X		1 July 21-Sept21			PR
BAOS 310X		1 July 21-Sept21			PR
BAOS 310X		1 July 21-Sept21			PR
BAOS 310X		2 Aug21-Oct21			PR
BAOS 310X		2 Aug21-Oct21			PR
BAOS 310X		3 Sept21-Nov21			PR
BAOS 310X		3 Sept21-Nov21			PR
BAOS 310X		4 Oct21-Dec21			M
BAOS 310X		4 Oct21-Dec21			MD
BAOS 310X		4 Oct21-Dec21			PR
BAOS 310X		4 Oct21-Dec21			PR
BAOS 310X		5 Nov21-Jan22			PR
BAOS 310X		6 Dec21-Feb22			MD
BAOS 310X		6 Dec21-Feb22			PR
BAOS 310X		6 Dec21-Feb22			PR
BAOS 310X		6 Dec21-Feb22			M
BAOS 310X		7 Jan22-Mar22			M
BAOS 310X		7 Jan22-Mar22			PR
BAOS 310X		7 Jan22-Mar22			PR
BAOS 310X		7 Jan22-Mar22			PR
BAOS 310X		7 Jan22-Mar22			PR
BAOS 310X		7 Jan22-Mar22			MD
BAOS 310X		8 Feb22-Apr22			PR
BAOS 310X		9 Mar22-May22			PR
BAOS 310X		10 Apr22-Jun22			MD
BAOS 310X		10 Apr22-Jun22			MD
BAOS 310X		10 Apr22-Jun22			PR
BAOS 310X		10 Apr22-Jun22			MD
BAOS 310X		10 Apr22-Jun22			MD

Apply Filters

2022A - April Section x

Student Name	Project: Part I - Strategic Reaso Out of 100	Project: Part II - Benefits and C Out of 100	Project: Part III - Current trend Out of 100	Final Project Grade Out of 0
	100	100	100	-
	100	100	100	-
	100	100	100	-
	97.6	92	97	-
	100	100	100	-

BAOS 310X 11 May22-Jul22

MD

BAOS 310X 11 May22-Jul22

MD

Apply Filters 2022.5 - May Section x

Student Name	Project: Part I - Strategic Issues Out of 100	Project: Part II - Benefits and C Out of 100	Project: Part III - Current Trends Out of 100	Final Project Grade Out of 0
[REDACTED]	100	100	100	
	100			

BAOS 310X 12 June22-Aug22

MD

BAOS 310X 12 June22-Aug22

MD

BAOS 310X 12 June22-Aug22

MD

Apply Filters 2022.6 - June Section x

Clear All Filters

Student Name	Project: Part I - Strategic Issues Out of 100	Project: Part II - Benefits and C Out of 100	Project: Part III - Current Trends Out of 100	Final Project Grade Out of 0	Project: Part I - Strategic Issues Out of 100	Project: Part II - Benefits and C Out of 100	Project: Part III - Current Trends Out of 100	Final Project Grade Out of 0	Assessment Score Out of 100	Assessment Score Out of 100	Assessment Score Out of 100	Final Project Grade Out of 0
[REDACTED]	93	88	100		93	88	100		93.67%	93.67%	93.67%	(93.67% - A)
	100	100	100		100	100	100		100%	100%	100%	(100% - D)
												(0% - F)

Class	Subscri Period	Enrl Emplid	Pers Name	Enrl Official Grade
BAOS 320X	1 July 21-Sept21			M
BAOS 320X	3 Sept21-Nov21			PR
BAOS 320X	4 Oct21-Dec21			PR
BAOS 320X	5 Nov21-Jan22			PR
BAOS 320X	6 Dec21-Feb22			MD
BAOS 320X	7 Jan22-Mar22			MD
BAOS 320X	7 Jan22-Mar22			MD
BAOS 320X	7 Jan22-Mar22			MD
BAOS 320X	7 Jan22-Mar22			PR
BAOS 320X	9 Mar22-May22			PR
BAOS 320X	10 Apr22-Jun22			MD
BAOS 320X	10 Apr22-Jun22			PR
BAOS 320X	10 Apr22-Jun22			PR
BAOS 320X	10 Apr22-Jun22			MD
BAOS 320X	10 Apr22-Jun22			PR
BAOS 320X	10 Apr22-Jun22			MD
BAOS 320X	10 Apr22-Jun22			MD

Apply Filters: 2022.4 - April Section x End Date 6/30/2022 x

Student Name	Assessment: Facility Layout and Out of 100	Assessment: Organizational Eff Out of 90	Assessment: Product and Serv Out of 100	Assessment: Prioritizing Improv Out of 100	Project: Deciding Medical Out of 100
	91	90	92	94	90
	100	90	100	100	100
	80	-	-	-	-
	100	90	96	94	94
	-	-	-	-	-
	100	90	100	100	100
	96	90	100	100	100
	-	-	-	-	-

BAOS 320X

11 May22-Jul22

MD

Apply Filters: 2022.5 - May Section x

Student Name	Assessment: Facility Layout and Out of 100	Assessment: Organizational Eff Out of 90	Assessment: Product and Serv Out of 100	Assessment: Prioritizing Improv Out of 100	Project: Deciding Medical Out of 100
	100	90	100	100	100

BAOS 320X

12 June22-Aug22

MD

BAOS 320X

12 June22-Aug22

MD

BAOS 320X

12 June22-Aug22

MD

Student Name	Assessment: Facility Layout and Out of 100	Assessment: Organizational Eff Out of 90	Assessment: Product and Serv Out of 100	Assessment: Prioritizing Improv Out of 100	Project: Deciding Medical Out of 100
	100	90	100	100	100
	100	90	100	100	100
	100	90	100	100	100

Class	Subscription Period	Enrl Emplid	Pers Name	Enrl Official Grade
BAOS 321X	1 July 21-Sept21			PR
BAOS 321X	1 July 21-Sept21			MD
BAOS 321X	4 Oct21-Dec21			MD
BAOS 321X	6 Dec21-Feb22			MD
BAOS 321X	7 Jan22-Mar22			MD
BAOS 321X	10 Apr22-Jun22			MD
BAOS 321X	10 Apr22-Jun22			MD
BAOS 321X	10 Apr22-Jun22			PR

Apply Filters 2022.4 - April Section x

Student Name	Assessment: Competitive Prior Out of 100	Assessment: Theory of Construc Out of 100	Project: Operations Improvement Out of 10	Project: Operations Improvement Out of 40	Project: Operations Improvement Out of 50
	100	100	10	40	50
	91	95	10	40	50
	100	100	10	40	50

BAOS 321X	11 May22-Jul22			MD
BAOS 321X	11 May22-Jul22			MD

Apply Filters 2022.5 - May Section x

Student Name	Assessment: Competitive Prior Out of 100	Assessment: Theory of Construc Out of 100	Project: Operations Improvement Out of 10	Project: Operations Improvement Out of 40	Project: Operations Improvement Out of 50
	100	100	10	40	50
	100	100	10	40	50

BAOS 321X	12 June22-Aug22			MD
BAOS 321X	12 June22-Aug22			MD

Apply Filters 2022.6 - June Section x

Student Name	Assessment: Competitive Prior Out of 100	Assessment: Theory of Construc Out of 100	Project: Operations Improvement Out of 10	Project: Operations Improvement Out of 40	Project: Operations Improvement Out of 50
	100	100	10	40	50
	100	100	10	40	-

Class Subscription Period Enrl Emplid Pers Name Enrl Official Grade

PMGT 310X 3 Sept21-Nov21 [Redacted] MD
 [Redacted] 6 Dec21-Feb22 MD
 PMGT 310X 6 Dec21-Feb22 [Redacted] MD

Apply Filters 2021.12 - December Section x

Student Name	Assessment 1: Mapping the Proc Out of 6	Assessment 2: Cost Performance Out of 100	Assessment 3: Cost Management Out of 100	Assessment 4: Quality Management Out of 7	Assessment 5: Techniques and Out of 100
[Redacted]	6	100	100	7	100
[Redacted]	6	100	100	7	100

PMGT 310X 7 Jan22-Mar22 [Redacted] MD
 PMGT 310X 7 Jan22-Mar22 [Redacted] MD

Apply Filters 2022.1 - January Section x

Student Name	Assessment 1: Mapping the Proc Out of 6	Assessment 2: Cost Performance Out of 100	Assessment 3: Cost Management Out of 100	Assessment 4: Quality Management Out of 7	Assessment 5: Techniques and Out of 100
[Redacted]	6	100	100	6	100
[Redacted]	6	100	100	7	100

PMGT 310X 8 Feb22-Apr22 [Redacted] MD
 PMGT 310X 8 Feb22-Apr22 [Redacted] MD

Apply Filters 2022.2 - February Section x

Student Name	Assessment 1: Mapping the Proc Out of 6	Assessment 2: Cost Performance Out of 100	Assessment 3: Cost Management Out of 100	Assessment 4: Quality Management Out of 7	Assessment 5: Techniques and Out of 100
[Redacted]	6	100	100	7	100
[Redacted]	6	100	100	7	100

PMGT 310X 9 Mar22-May22 [Redacted] MD

Apply Filters 2022.3 - March Section x

Student Name	Assessment 1: Mapping the Proc Out of 6	Assessment 2: Cost Performance Out of 100	Assessment 3: Cost Management Out of 100	Assessment 4: Quality Management Out of 7	Assessment 5: Techniques and Out of 100
[Redacted]	6	100	100	7	100

Class	Subscription	Period	Enrl Emplid	Pers Name	Enrl Official Grade
PMGT 304X		3 Sept21-Nov21			MD
PMGT 304X		3 Sept21-Nov21			MD
PMGT 304X		4 Oct21-Dec21			MD
PMGT 304X		5 Nov21-Jan22			MD
PMGT 304X		5 Nov21-Jan22			PR

Apply Filters 2021.11 - November Sec... x

Student Name	Assessment 1: Mapping the Proc Out of 8	Assessment 2: Cost Managemen Out of 100	Assessment 3: Budget Plan Out of 100
	8	100	100
	8	100	100

PMGT 304X	6 Dec21-Feb22		MD
PMGT 304X	6 Dec21-Feb22		MD

Apply Filters 2021.12 - December Secti... x

Student Name	Assessment 1: Mapping the Proc Out of 8	Assessment 2: Cost Managemen Out of 100	Assessment 3: Budget Plan Out of 100
	8	98	100
	8	99	99.7

PMGT 304X	8 Feb22-Apr22		MD
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Apply Filters 2022.2 - February Section x

Student Name	Assessment 1: Mapping the Proc Out of 8	Assessment 2: Cost Managemen Out of 100	Assessment 3: Budget Plan Out of 100
	8	100	100

EXHIBIT 6.5

From: [Specht-Boardman, Ryan](#)
To: [Dhumal, Parag](#)
Cc: [Gee, Michele V](#); [Knight, Peter C](#)
Subject: RE: Discussion about grading pattern with Prof. Bahmani
Date: Thursday, October 13, 2022 12:08:07 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
Importance: High

[Click here to go back to Sec 2.3](#)

External Email: Use caution responding, opening attachments, or clicking on links.

Parag,

Thank you for reaching out to me with this statement that Sahar mentioned.

If I may respond, **I wholeheartedly and sincerely state that her characterization of my comments are inaccurate because such comments did not exist.** I was not in any way aware of her awarding of inaccurate grades prior to last week's discovery of the discrepancies between the grades she awarded compared to the work students did. I learned about it at the same time Peter did, and immediately passed on to Peter any correspondence I had related to the matter (which was from the two students), as the email record will show.

I have never, nor would I ever, make any comment suggesting that an instructor in Flex should award grades to students who did not earn those grades. I am a man of integrity and such a statement by me would not only be wholly out of my character, but would in no way represent my professional standards related to academic integrity, program management, or how I work with faculty.

In fact, just last year, I published an article as the lead author in a peer reviewed journal related to CBE, where I wrote: *"In a CBE program, a final grade of "Mastered" quickly and efficiently communicates to an employer the student has competence in all required skills, and that the student successfully mastered every single individual assessment. The requirement of uniform mastery helps employers recruit graduates with confidence and reduces the skills gap by improving transparency between the skills an employer needs and the skills an employee has developed."* Source: <https://onlinelibrary.wiley.com/doi/10.1002/cbe2.1235>

I would not write such a statement about employer confidence in our grades in one setting, and then in a different setting encourage faculty to "grade generously" (or suggest they give grades of mastery to students who didn't even finish a course). Such an accusation that I would suggest our instructors should award inaccurate/generous grades flies in the face of everything I believe about CBE as a pedagogy, and, what's more, just simply isn't an accurate characterization of my principles.

There is a clear public record that my position on grading in Flex and CBE is one in which I would no way, shape, or form, suggest that an instructor should either grade easier, grade generously, or

award grades of mastery to students who did not deserve them. In competency-based programs (and all academic programs, for that matter), we need to be able to tell our graduates and employers, with confidence, that their graduates have mastered the materials. If we have an instructor passing students without rigor, or whom did not actually pass, that confidence falls apart, and I see such an action as a threat to the integrity of the program. It just simply makes no sense that I would encourage behavior that undermines the whole program, which could damage our reputation with students, employers, and accreditors.

I hope you will take this statement as my evidence on the matter, but if you need me to speak to the EC to clear my name on this matter on the record, I'm happy to. The awarding of grades in academic matters is solely at the discretion of the instructor and the academic institution (UW-Parkside). Any accusation that I—either as an individual professional or as an agent of UWEX—encouraged an instructor to not award accurate grades (or grade 'generously'/easier) is categorically false.

Given this unexpected implication, I'll have to inform my supervisor, Crystal Fey. I know you want to keep this investigation limited on who is involved, so please let me know if you have a concern there before I inform her, but I hope you understand.

Ryan Specht-Boardman
Senior Program Manager

UW Flexible Option | UW Boot Camps | UW Skills Forward
608.890.4481 | ryan.spechtboardman@uwex.wisconsin.edu



From: Dhumal, Parag <dhumai@uwp.edu>
Sent: Thursday, October 13, 2022 10:55 AM
To: Specht-Boardman, Ryan <ryan.spechtboardman@uwex.edu>
Cc: Gee, Michele V <gee@uwp.edu>; Knight, Peter C <knightp@uwp.edu>
Subject: Discussion about grading pattern with Prof. Bahmani

Ryan:

Executive Committee (EC) of Department of Business met yesterday 10/12 to discuss grade reporting error issue.

When we asked Prof. Bahmani regarding grade pattern she said you have commented that she is

'generous grader' and wished other instructors in Flex program would grade like that.

This implies you were aware about her grade patterns even before this and discussed that with her. Furthermore you made suggestions regarding how others should be grading in program. Please note it is EC's and Dean's responsibility to discuss these issues. EC members who spoke with me later said they were insulted and outraged with suggestion 'to grade like her' that came from UWEX.

Regards,



Parag Dhumal, PhD, CPIM, CSCP

Professor and Chair, Dept. of Business
College of Business, Economics & Computing
University of Wisconsin-Parkside
Dhumal@uwp.edu | +1-262-595-2719

900 Wood Road, Kenosha, WI 53144 |

<https://www.uwp.edu/learn/instructorprofiles/facultystaffdetail.cfm?uid=dhumal>



EXHIBIT 6.6

[Click here to go back to Sec 2.3](#)

From: [Knight, Peter C](#)
To: [Dhumal, Parag](#); [Bahmani, Sahar](#)
Cc: [Gee, Michele V](#); [Akinlade, Ekundayo Y](#); [Chalasani, Suresh B](#); [Fok, Chi-Wing](#); [Kuruville, Abey](#); [Manion, Michael T](#); [Rajan, Roby](#); [Wang, Zhe-Min](#); [Ye, Qian](#); [Zameeruddin, Rizvana](#); [Zheng, Weijun](#)
Subject: Re: Voicemail
Date: Sunday, October 23, 2022 4:07:14 PM

Sahar I appreciate your response and explanation and offer to rectify I-don't want to get into a prolonged debate via email . We can discuss in depth at the next EC meeting.

It is possible that there may have been some confusion in the grading over the years you have taught in Flex. However as Parag has pointed out a number of MD grades were awarded by you when no work was submitted at all and therefore no MD indicator was shown in Canvas gradebook. Therefore there would've been no reason for confusion that these grades were to be MD

I am frankly also skeptical that as accomplished as you are that you wouldn't be able to distinguish in a grade book between students who had completed all the assessments and those who hadn't. Nothing personal but I think you would've at least asked if you weren't sure.

I also discovered you had never posted a PR grade in your 5 years in FLEX in your Finance courses and yet posted some for courses you were covering earlier in the year If you were unsure at any point you certainly should've asked in the best case as the problems began to accumulate.

Also many of us myself included I've taken on a number of projects and overload courses and in my case I think I have generally been able to maintain the quality and adhere to policies in all these activities.

Personally given the tremendous impact of these practices I think a more in-depth explanation is required but of course the EC I assume would be willing to listen to this explanation.

I'm sure we all share the first priority of rectifying the problems and would like further information from your end.

Also to correct Parags response somewhat Ryan and I initiated the investigation based on other information and I conveyed this investigation to Parag who concurred it was worthwhile because a similar complaint had been received by the chair and the dean

zThis distinction is important because I am documenting all correspondence with Sheronda Glass in HR per her suggestion. This case does fall firmly within the UW system Whistleblower policy and Sheronda agreed that it would be prudent for me to document and that there would be a complaint filed by HR should there be any actions construed as retaliation

Dr. Peter Knight,
Full Professor, Sales and Marketing
Director- Sales Center
University of Wisconsin Parkside
Room 353
Kenosha , Wisconsin

53141 -2000

From: Dhumal, Parag <dhumal@uwp.edu>
Sent: Sunday, October 23, 2022 10:24 AM
To: Bahmani, Sahar <bahmani@uwp.edu>
Cc: Gee, Michele V <gee@uwp.edu>; Akinlade, Ekundayo Y <akinlade@uwp.edu>; Bahmani, Sahar <bahmani@uwp.edu>; Chalasani, Suresh B <chalsan@uwp.edu>; Dhumal, Parag <dhumal@uwp.edu>; Fok, Chi-Wing <fok@uwp.edu>; Knight, Peter C <knightp@uwp.edu>; Kuruvilla, Abey <kuruvill@uwp.edu>; Manion, Michael T <manion@uwp.edu>; Rajan, Roby <rajan@uwp.edu>; Wang, Zhe-Min <>wangz@uwp.edu>; Ye, Qian <ye@uwp.edu>; Zameeruddin, Rizvana <zameerud@uwp.edu>; Zheng, Weijun <zheng@uwp.edu>
Subject: FW: Voicemail

Hello Sahar:

EC meeting of Oct 12 was called to based on student complaint who was concerned about instructor/s giving out grade without students completing work. His concern was much larger which questioned authenticity of program and degree we were giving out. He witnessed this issue in your class a subscription period prior and later in Rizvana's class, and in your response below you have entered those grades as well.

Note this students complaint was not 'student unhappy about course grade ' issue where normal protocol is, we ask student to meet with professor first. Issue was whether professor/s in Flex program are doing job ethically. Thus this require discussion in EC along with Dean. I received complaint on Oct 6, Thursday late night week prior on Oct 6. Peter were requesting urgent meeting with Michele and me and we met with on Oct 7 which turned out to be same issue. I sent EC meeting invite on Oct 7 to meet on Oct 12.

I took initiative to draft summary findings based on Peter's data which later I verified independently. This was preliminary draft and I have not mentioned your name anywhere in report.

As per your request I am sharing this email chain with EC who will be discussing this issue further along with explanation you have provided below.

Parag Dhumal, PhD, CPIM, CSCP
Professor and Chair, Dept. of Business
Chair, UW-Parkside Faculty Senate
College of Business, Economics & Computing
University of Wisconsin-Parkside

Dhumal@uwp.edu | +1-262-595-2719

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

From: Bahmani, Sahar
Sent: Sunday, October 23, 2022 8:31 AM
To: Knight, Peter C <knightp@uwp.edu>
Cc: Gee, Michele V <gee@uwp.edu>; Dhumal, Parag <dhumal@uwp.edu>
Subject: Re: Voicemail

Thanks Peter - I'm so sorry for this situation caused by my grading errors.

I felt extremely uncomfortable saying anything at the EC meeting in a room of 10+, I had no prior knowledge what the 2-hour meeting was about. It's unfortunate that nobody has tried to meet with me after that meeting either, esp. since Parag's summary letter is highly uncharacteristic of me as compared to my performance everywhere outside of Flex.

I explained last week that with Flex giving us SOLAR grade rosters at the end of every single month, I thought the students we see on that grade roster have done the work so I'd give MD, I didn't realize that names made it onto SOLAR grade rosters for those students who hadn't done any work at all because then I thought they should show up as "W" (like withdraw where then no grade is needed or able to even be entered) from the subscription period instead of students paying and doing no work at all. I was under the impression the Registrar's Office did this filtering. After my error was brought up at the EC meeting, I stated I wish grades could've transferred from Canvas to SOLAR so I'd avoided creating this mess.

[Click here to go back to Sec 2.3](#)

Peter and the registrar's office at the end of September, mistakenly sent me Rizvana's SOLAR grading roster on the last day grades were due and Peter gave me a deadline just a few hours away, and I regret entering the 2 student grades impulsively and upsetting her, Peter emailed us that Rizvana would do the 2 grade change forms, ultimately leading to a student complaint.

I've overextended myself for too many years with too many overloads in econ, MBA, flex, taking on the Flex directorship & accepting Terry's request to cover his annual full load 1 week prior to when he wanted to be released. I felt a lot of pressure, being in a new department, to agree and underestimated the amount of time I'd need and should not have accepted either the directorship, covering Terry's courses, or flex overloads.

[Click here to go back to Sec 3.2](#)

Let me know if I can be of help to remedy the situation. Feel free to share this with the EC as well as extended campus.

Sahar Bahmani, Ph.D.
Professor of Finance
Department of Business
University of Wisconsin-Parkside
Office: Molinaro Hall 278

From: Knight, Peter C <knightp@uwp.edu>
Sent: Wednesday, October 19, 2022 10:04 PM
To: Bahmani, Sahar
Cc: Gee, Michele V; Dhumal, Parag
Subject: Re: Voicemail

Thank you and wish you a speedy recovery

Dr. Peter Knight,
Full Professor, Sales and Marketing
Director- Sales Center
University of Wisconsin Parkside
Room 353
Kenosha , Wisconsin

53141 -2000

From: Bahmani, Sahar <bahmani@uwp.edu>
Sent: Wednesday, October 19, 2022 9:32 PM
To: Knight, Peter C <knightp@uwp.edu>
Cc: Gee, Michele V <gee@uwp.edu>; Dhumal, Parag <dhumal@uwp.edu>
Subject: Re: Voicemail

On Oct 18th I requested all of my flex courses to be reassigned due to medical issues. I've met with Gary Wood and Rob as well as HR are aware. Thank you for accommodating this on such short notice.

[Click here to go back to Sec 3.2](#)

Tue Oct 11 (the day before the EC meeting) I canceled my two f2f courses and will document this on my Oct leave report.

Tue Oct 18 Laura put signs up on the doors, for both f2f-classes, both were taught virtually and the students actually put me up on the projector, please advise if that day needs sick leave too? Thanks.

Sahar Bahmani, Ph.D.
Professor of Finance
Department of Business
University of Wisconsin-Parkside
Office: Molinaro Hall 278

On Oct 19, 2022, at 6:57 PM, Knight, Peter C <knightp@uwp.edu> wrote:

Sahar could you please put your request in the form of an email noting the specific reasons you wish to immediately stop teaching in Flex and copy Michele and Parag please. Thank you

Dr. Peter Knight,
Full Professor, Sales and Marketing
Director- Sales Center
University of Wisconsin Parkside
Room 353
Kenosha , Wisconsin

53141 -2000

From: Knight, Peter C <knightp@uwp.edu>
Sent: Tuesday, October 18, 2022 12:32 PM
To: Bahmani, Sahar <bahmani@uwp.edu>

Subject: Re: Voicemail

I did just listen to it and I am very sorry about all of this. I hope you get the attention you require and recover quickly I will have to let the chair know but I will start the process to remove you from the courses.

Dr. Peter Knight,
Full Professor, Sales and Marketing
Director- Sales Center
University of Wisconsin Parkside
Room 353
Kenosha , Wisconsin

53141 -2000

From: Bahmani, Sahar <bahmani@uwp.edu>
Sent: Tuesday, October 18, 2022 12:23 PM
To: Knight, Peter C <knightp@uwp.edu>
Subject: Voicemail

Peter -

I wanted to confirm you got my voicemail left on your office machine.

Thanks for letting me know,
Sahar

Sahar Bahmani, Ph.D.
Professor of Finance
Department of Business
University of Wisconsin-Parkside
Office: Molinaro Hall 278

EXHIBIT 6.7

From: [Knight, Peter C](#)
To: [Gee, Michele V](#); [Dhumal, Parag](#)
Subject: Additional comment to Chair and Dean
Date: Sunday, October 23, 2022 4:39:41 PM

[Click here to go back to Sec 2.3](#)

I didn't want to add to an already long email to the EC and stir things up even more. However regarding her claims of confusion about the use of PR and other grading over a long period of time this is simply just not plausible to me. She worked with Ryan to change the PR policy and the other grading policies during her time as director and she seemed really able to explain it quite well during flex committee meetings while she was director. In general all her interactions with extension and the university indicated she had a depth and understanding of the program and had attended many sessions over five years at UW extension. I am simply not willing to believe her exclamation

Dr. Peter Knight,
Full Professor, Sales and Marketing
Director- Sales Center
University of Wisconsin Parkside
Room 353
Kenosha , Wisconsin

53141 -2000

From: Knight, Peter C <

Sahar I appreciate your response and explanation and offer to rectify I-don't want to get into a prolonged debate via email . We can discuss in depth at the next EC meeting.

It is possible that there may have been some confusion in the grading over the years you have taught in Flex. However as Parag has pointed out a number of MD grades were awarded by you when no work was submitted at all and therefore no MD indicator was shown in Canvas gradebook. Therefore there would've been no reason for confusion that these grades were to be MD

I am frankly also skeptical that as accomplished as you are that you wouldn't be able to distinguish in a grade book between students who had completed all the assessments and those who hadn't. Nothing personal but I think you would've at least asked if you weren't sure.

I also discovered you had never posted a PR grade in your 5 years in FLEX in your Finance courses and yet posted some for courses you were covering earlier in the year If you were unsure at any point you certainly should've asked in the best case as the problems began to accumulate.

Also many of us myself included I've taken on a number of projects and overload courses and in my case I think I have generally been able to maintain the quality and adhere to policies and all these activities.

EXHIBIT 6.8

From: Bahmani, Sahar
To: [Chalasani, Suresh B](#); [McGovern, Terry](#); [Knight, Peter C](#); [Kuruville, Abey](#)
Subject: Items from FLEX for DOB to vote on
Date: Friday, November 12, 2021 5:11:26 PM
Attachments: [CCC Form BAEF 300X.docx](#)
[CCC Form BAEF 301X.docx](#)
[CCC Form BAEF 302X.docx](#)
[CCC Form BAMS 300X.docx](#)
[CCC Form BAMS 310X.docx](#)
[CCC Form BAQS 310X.docx](#)
[BALM 100X Introduction to Business Syllabus.docx](#)
[Catalog Updates with New Course and Policy.docx](#)
[CCC Form BALM 100X.docx](#)

See copy of this document on next page. Dr. Bahmani had clear understanding of differences between PR,MD, M, W, and F grades.

Dear Flex Committee Members:

As discussed today:

1. I have created 6 CCC forms reflecting the dropped pre-requisites
2. There is also 1 CCC form for the new Intro to Bus. course
3. Syllabus for that new course is attached too
4. A document of the OLD version of the catalog and the new version for the policy change from 5 PR down to 3 and for the overall program going from 65 credits to 66 credits.

Our DOB will vote on all the attachments at a meeting (sometime at the start of December) so please feel free to review/reach out if you have any revisions.

As discussed today, our committee will meet for our next meeting (which is our last for the Fall semester) on Friday December 10th due to the Thanksgiving holiday.

Thanks,
Sahar

2 items for FLEX BSBA:

(1) Policy change of decreasing student PR grade from 5 down to 3

OLD VERSION:

From 2021-23 catalog Flex pages:

Mastery Attempt Limit: Students are required to achieve mastery in each course within six attempts. This means that once a student receives a "PR" grade in any single flexible option course five times, (s)he will not be eligible to receive another "PR" grade in the same course in the sixth attempt. In the sixth attempt, students are required to complete the flexible option course with an "MD" or "M". If circumstances warrant it, students are eligible to receive other grades such as "I" (Incomplete) or "W" (withdraw), see the university-wide policies on grades in the catalog. Students who do not receive a grade of "M" or "MD" on the sixth attempt of a course will receive an "F".

NEW REVISED VERSION:

Mastery Attempt Limit: Students are required to achieve mastery in each course within four attempts. This means that once a student receives a "PR" grade in any single flexible option course three times, (s)he will not be eligible to receive another "PR" grade in the same course in the fourth attempt. In the fourth attempt, students are required to complete the flexible option course with an "MD" or "M". If circumstances warrant it, students are eligible to receive other grades such as "I" (Incomplete) or "W" (withdraw), see the university-wide policies on grades in the catalog. Students who do not receive a grade of "M" or "MD" on the fourth attempt of a course will receive an "F".

Click here to
go back to
Sec 2.3

(2) New required course: Introduction to Business [program change]

- CCC form and sample syllabus attached
- Why, what purpose does this new course serve? This will help improve our retention as we are losing students after just the first subscription period. We feel this overview of the Flex BSBA program will help. Most programs, regardless of their modality, have a course that serves as an orientation for the major. Whether this is a foundations course, introductory disciplinary course, or non-credit orienting experience, students have a course that helps 1) orient them to the academic design of the major and 2) orient them to the professional competencies in their intended discipline. Flex BSBA does not have such a course, meaning that a student's first subscription period is them jumping right into business content. They need a course to 'shake the rust off' and get re-calibrated to being in school again. This can be an overwhelming experience.
 - This course, much like a traditional first-year seminar or foundations course, is designed to be taken alongside a few other business courses in the major rather than independently.

- (3) Total credits changes from 65 to 66 credits due to the new course. This is the very bottom line of the catalog directly under BAOS402X. In the grid below line 1 Required Flexible Option Courses create a line below it right before Economics and Finance Courses called Introduction to Business (1 credit)

OLD VERSION:

The flexible option bachelor of science degree with a major in business administration (BSBA) program is a credit-based, competency-based degree completion program. The Flex BSBA is a non-term program with a new subscription period starting each month. Students register for flexible option courses in a three-month subscription period. Courses are designed to evaluate student competencies in 20 competency areas. Competency areas are functional areas of business (such as marketing, human resource management, finance, etc.) and are used to align competencies to different functional areas of traditional business degree programs. The 39 Flex BSBA courses include 116 assessment-level competencies, and are distributed across the 20 competency areas.

NEW VERSION:

The flexible option bachelor of science degree with a major in business administration (BSBA) program is a credit-based, competency-based degree completion program. The Flex BSBA is a non-term program with a new subscription period starting each month. Students register for flexible option courses in a three-month subscription period. Courses are designed to evaluate student competencies in 20 competency areas. Competency areas are functional areas of business (such as marketing, human resource management, finance, etc.) and are used to align competencies to different functional areas of traditional business degree programs. The 40 Flex BSBA courses include 119 assessment-level competencies, and are distributed across the 20 competency areas.

Department of Business Meeting

Date: 12-1-2021

Time: 12pm-1pm

Attendees:

Parag Dhumal, Michele Gee, Ife, Ajaiyeoba, Roby Rajan, Kelli Stein, Diana Villegas-Cristerna, Claire Wu, Will Zheng, Nancy Xue, Terry McGovern, Abey Kuruvilla, Peter Knight, Raghava Gundala, Donald Gillespie, Michele Gabor, Robert Fok, Zag Davaadorj, Sahar Bahmani, Lovina Akowuah, Dayo Akinlade, Mike Manion, Jamie Wang, Amanda Welbon, Kelli Stein, Richard Krumm, Suresh Chalasani, Bill Burnett, Sergio Correa, Major Franklin,

Guest: Sabha Musteif

Absent: Joan Wishau, Qian Ye,

Agenda

1. Welcome
2. Approval of meeting minutes dated 9-08-2021 voting members are full-time faculty and full-time lecturers
16 approves
None abstention and none opposed
Meeting minutes approved 12-1-21
3. Update on Searches
Marketing
Supply Chain
Project Management
8-10 candidates will be conducting a virtual interview – please try to attend the candidates' presentations, those who attend the presentations can fill out the evaluation form
-advertisement for Economics and Computer Science is open accepting applications
-will be conducting at least 6-7 more full time positions due to having too many employees on search waivers (ex: -MBA Advisor – Joan) (Kelli Stein)
-new staff search complete- Barb Hasper starting December 6th as an Admin Associate for Econ and Computer Science
4. CBEC Holiday Gathering
Still in the pandemic but we are taking precautions on Wednesday, December 8 11:30am-1pm
Please RSVP to the invitation
5. MBA Curriculum Changes - Project Management Concentration Proposal

PRJ MGMT is evolving and that "Program and Project Management" is being proposed as a new concentration, four elective courses proposed, (see justification document and description of the concentration)

Sabha, Kelli, Parag, and Michele have put together this proposal. Michele has created the syllabi for the courses.

Propose addition of Program and Project Management Concentration in MBA program involved feedback from

- ✓ Academic Partnership
- ✓ CBEC advisory board member
- ✓ Industry experts
- ✓ Academic experts or Professors

Parag makes a motion to add Program and Project Management as a Concentration to the MBA
2nd the motion: Abey

In Favor: 18

Oppose: 0

Abstention: 0

Motion passes

6. Undergraduate Curriculum Changes – Marketing Major Revision Proposal

-Peter is proposing to add concentrations to Marketing major in B2B Marketing/Sales, 2)

B2C/Digital Marketing, Drop the Sales Certificate

-See Marketing Revision proposal document for more details

-Would like to align the pedagogy with industry competitors, undergrad enrollments were declining, so the curriculum needed updating, reviewed competitors, employer needs, addressed resources

Parag makes a motion to revise the current Marketing major

2nd the motion: Terry

In Favor: 15

Oppose: 0

Abstention: 0

Motion passes

7. Flex Curriculum & Policy Changes

-Sahar discussed the 3 topics below for changes:

-Top priority is to retain students and to help orient them in the BSBA major and the professional competencies

-Would be an increase major to 66 credits, first year seminar course – to be taken alongside other courses but as one of the first courses

- a. Summary of prerequisites – (updates for 7 courses out of 65)

Sarah makes a motion to drop the prerequisites per documentation

2nd the motion: Abey

Approve: 13

Oppose: 0

Abstention: 0

Motion passes

- b. New course proposal- to add an Intro to Business: 1 credit course (launch in June 2022)

Parag makes a motion to add to Flex, Intro Business course

2nd the motion: Sahar

In Favor: 14

Oppose: 0

Abstention: 0

Motion passes

- c. Policy change for PR grade
Less attempts to master a course: Move from 5 attempts to 3

Sahar makes a motion for Flex BSBA to change the PR grade from 5 attempts to 3

2nd the motion: Abey

In Favor: 13

Oppose: 0

Abstention: 0

Motion passes

[Click here to go back to Sec 2.3](#)

- d. Announcements

BUSO- much chaos this fall, so many errors in courses made available, incorrect courses, and also faculty concerns

UW-Extended campus said it was a data feed issue

UW-Extension had no idea that there were faculty concerns

Working group has been designated to discuss these concerns and is a subset of those working to address those issues.

EXHIBIT 6.9

From: [REDACTED]
To: [REDACTED]
Subject: Re: BALM 200X
Date: Friday, October 7, 2022 3:23:46 PM

[Click here to go back to Sec 2.5](#)

Professor Dhumal,

Thank you for getting back to me so quickly, I did not anticipate this. I believe if I think I am doing the right thing, I do not need to worry about negative consequences. I want the UW Parkside program to be as strong as it possibly can because in the end, my name will be on a diploma, certificate, and maybe even a MBA that displays the institution's name.

I will forward you the email conversation between Danielle Stertz and I because I cannot figure out how to download the email as a PDF from the Outlook web application. You will see the message thread in your inbox by the time you have read this email.

If you need anything else or clarity on the situation, please feel free to set a meeting or reach out via telephone.

Very Respectfully,

[REDACTED]

From: Dhumal, Parag <dhumal@uwp.edu>
Sent: Friday, October 7, 2022 2:38 PM
To: [REDACTED] Gee, Michele V <gee@uwp.edu>
Cc: Dhumal, Parag <dhumal@uwp.edu>
Subject: RE: BALM 200X

Dear [REDACTED]

I appreciate you have brought this matter to our attention. I have discussed this with the Dean Michele Gee. Academic director for Flex program will thoroughly looking into grade reporting errors occurred in your case and potentially other cases not reported.

Executive committee, which comprised of tenured faculty of our department, will be discussing this matter urgently. We are proud to be AACSB accredited school. Our faculty members work hard to offer quality programs at Parkside. Thus we take this matter extremely seriously. Rest be assured there will be no retaliation or negative consequence of reporting it matter to us. Do not worry.

I was not able to open conversation file 'the first conversation with Danielle'. Can you please send it at pdf file ? Thank you

Regards,

Parag Dhumal, PhD, CPIM, CSCP

Professor and Chair, Dept. of Business
College of Business, Economics & Computing
University of Wisconsin-Parkside
Dhumal@uwp.edu | +1-262-595-2719

From: [REDACTED]

Sent: Thursday, October 6, 2022 9:48 PM

To: Gee, Michele V <gee@uwp.edu>; Dhumal, Parag <dhumal@uwp.edu>

Subject: Fw: BALM 200X

Good evening, Dean Gee and Dr. Dhumal,

A few days ago, I received a message from Professor Zameeruddin regarding a grade issue of sorts and remembered that I had grade issue in BALM 200x last term. For some reason, my transcript showed that I had "MD" in the class but I actually did not complete any work in it. I knew something was wrong, so I emailed Professor Bahmani to straighten things out. She acknowledged that I did not complete any work. I was able to add BALM 200x to this term after working with Danielle Stertz so I thought everything was good to go for me to begin working on the coursework. At the present time I am confused, why are there grading issues yet again in this course? I haven't experienced anything like this in other courses.

[Click here to go back to 4.2.2](#)

My moral and ethical compass doesn't allow me to take credit for things that I have not done. Can you please forward this to whomever can take a look at the situation? I just want assurance this won't keep happening. See attached for the first conversation with Danielle.

Very Respectfully,

From: [REDACTED]

Sent: Thursday, July 28, 2022 11:46 AM

To: Danielle Stertz <danielle.stertz@uwex.wisconsin.edu>

Subject: Fw: BALM 200X

Hi Danielle,

Please see the response from Professor Bahmani below. I have not completed the course yet.

From: Bahmani, Sahar <bahmani@uwp.edu>

Sent: Tuesday, July 26, 2022 3:18 PM

To: [REDACTED]

Subject: Re: BALM 200X

Yes you're right - you have completed no work for BALM 200X. I just started taking over that class the other month until end of August.

Sahar Bahmani, Ph.D.
Professor of Finance
Department of Business
University of Wisconsin-Parkside
Office: Molinaro Hall 278
Pronouns: she/her
Homepage: <https://sites.google.com/site/saharbahmaniphd/>

From [REDACTED]

Sent: Tuesday, July 26, 2022 1:51 PM

To: Bahmani, Sahar

Subject: BALM 200X

Professor Bahmani,

I hope this email finds you well! I am writing to let you know that the UW Parkside SOLAR system thinks that I have completed BALM 200X when I don't believe I have. Can you check on this, please? I've attached a screen shot below of the message that I received from SOLAR. I also looked at my unofficial transcript and it says "MD". Please let me know what you find, I've also alerted my student advisor, Danielle Stertz.

[cid:5e760ef0-0351-42ac-af31-d6af640a5148]

Very Respectfully,
[REDACTED]

From: [REDACTED]
To: Danielle Stertz, MS.Ed.
Subject: August Registration
Date: Wednesday, July 26, 2022 3:25:51 PM
Attachments: [REDACTED]

Dear Gee and Professor Bahmani,

Please see below for the initial conversation between Danielle and I. The screen shot of my unofficial transcript is in the first message. I hope this helps.

Very Respectfully,

From: Stertz, Danielle <danielle.stertz@uwex.wisc.edu>
Sent: Thursday, July 28, 2022 12:51 PM
To: [REDACTED]
Subject: Re: August Registration

External Email: Use caution responding, opening attachments, or clicking on links.

Good to hear you are registered and set for August. I just saw your update from Professor Bahmani as well – thanks for keeping me in the loop.

I hope you have a great rest of your week and weekend!

Best,

Danielle Stertz, MS.Ed.
Senior Success Coach
UW Flexible Option
NEW EMAIL: Danielle.stertz@uwex.wisc.edu

[Schedule a meeting with me! \(via Calendly\)](#)

From: [REDACTED]
Sent: Tuesday, July 26, 2022 1:53 PM
To: Stertz, Danielle <danielle.stertz@uwex.wisc.edu>
Subject: Re: August Registration

Danielle,

I have reached out to Professor Bahmani, and will report back what she finds.

I have registered for the courses and will pay for the term next week. I look forward to restarting the program after some time off. Thank you once again for your guidance and help in the transition.

Respectfully,

From: Stertz, Danielle <danielle.stertz@uwex.wisc.edu>
Sent: Monday, July 25, 2022 6:11 PM
To: [REDACTED]
Subject: August Registration

External Email: Use caution responding, opening attachments, or clicking on links.

Did you happen to reach out to Professor Bahmani about your grade in BALM 200X? Let me know if you need any assistance or support with this.

You are all set with permission to register for August in SOLAR for BALM 200X, BAEF 101X, and BAEF 201X. Note that your August enrollment in BALM 200X will be your third of six allowable attempts.

Notes for the August subscription period:

- Registration deadline is August 8th by midnight (deadline to register for all track one courses)
- The subscription period begins on August 9th and ends at 11:59pm Central Time on October 26th.
- Tuition and (for Course Checks in PCC) responses are due August 12th.
 - Tuition is payable to SOLAR.
 - File a Course Check-In (PCCI) may be completed for each course in one of two ways: either complete a short FCC activity in Canvas or finish a completed assessment by the deadline.
 - Failure to pay outstanding charges and/or complete the FCC for each course by the deadline (see above) will result in your admission to the stream of waitlist(s) from your course(s) and a \$50 withdrawal fee.
- Track all dates and deadlines on the [August subscription](#).

Let me know if you have any questions. Casey, I hope you are having a good and healthy start to your week!

Best,

Danielle Stertz, MS.Ed.
Senior Success Coach
UW Flexible Option
NEW EMAIL: Danielle.stertz@uwex.wisc.edu

[Schedule a meeting with me! \(via Calendly\)](#)

From: Stertz, Danielle
Sent: Thursday, July 21, 2022 5:17 PM
To: [REDACTED]
Subject: RE: BALM 200X Grade Issue

Oh interesting! I'm not sure why this is the case. I knew that the instructor recently changed for this course at the beginning of June. I would email the current instructor, Dr. Shir Bahmani at shir.bahmani@uwex.wisc.edu. Feel free to copy me!

That's also for filling out the form change form. I will watch for that to come through (hopefully tomorrow). Once it does, I'll get you set up to register for August (assuming the same plans originally intended – let me know if anything has changed).

I hope you have a good night!

Best,

Danielle Stertz, MS.Ed.
Senior Success Coach
UW Flexible Option
NEW EMAIL: Danielle.stertz@uwex.wisc.edu

[Schedule a meeting with me! \(via Calendly\)](#)

From: [REDACTED]
Sent: Wednesday, July 20, 2022 1:51 PM
To: Stertz, Danielle <danielle.stertz@uwex.wisc.edu>
Subject: BALM 200X Grade Issue

Danielle,

Upon review of my unofficial transcript, I noticed the following:

Apr 2022 Subscription Period

BAEF	101X	Microeconomic R&I Analysis II	2.00	0.00	PR
BAEF	201X	Fin Acct: Ethics & Intnlk Ctrl	1.00	0.00	PR
BALM	200X	Anlys Sctfd Orgs Hwv Law & Eth	3.00	3.00	HD 12.000
TEFH GPA :	4.000	TEFH TOTALS :	6.00	3.00	12.000
CUH GPA :	4.000	CUH TOTALS :	21.00	45.00	36.000

https://solar.uwp.edu/psp/solar/EMPLOYEE/SA/c/SA_LEARNER_SERVICES.SS_AA_REPORT1.GBL?PORTALPARAM_PTCNAV=HC_SS_AA_REP... 3/4

I don't believe this is correct, as it should have a PR designation. Can you tell me why this is showing up as such?

Respectfully,


PMGT 308x	1	Sheronda Gla	Sheronda Gla	Sheronda Gla	Sheronda Gla	Sheronda Gla	Sheronda Gla	Sheronda Gla	Sheronda Gla	Sheronda Gla	Sheronda Gla	Sheronda Gla	Sheronda Gla	Sheronda Gla	Sheronda Gla	Sheronda Gla	Sheronda Gla	Sheronda Glass
PMGT 309x	1	Kelli Stein	Kelli Stein	Kelli Stein	Kelli Stein	Kelli Stein	Kelli Stein	Kelli Stein	Kelli Stein	Kelli Stein	Kelli Stein	Kelli Stein	Kelli Stein	Kelli Stein	Kelli Stein	Kelli Stein	Kelli Stein	Kelli Stein
PMGT 310x	1	Han Zhang	Han Zhang	Han Zhang	Han Zhang	Han Zhang	Han Zhang	Sahar Bahma	Sahar Bahma	Sahar Bahma	Sahar Bahma	Sahar Bahma	Sahar Bahma	Sahar Bahma	Sahar Bahma	Sahar Bahma	Sahar Bahma	Sahar Bahmani
PMGT 311x	1	Sheronda Gla	Sheronda Gla	Sheronda Gla	Sheronda Gla	Sheronda Gla	Sheronda Gla	Sheronda Gla	Sheronda Gla	Sheronda Gla	Sheronda Gla	Sheronda Gla	Sheronda Gla	Sheronda Gla	Sheronda Gla	Sheronda Gla	Sheronda Gla	Sheronda Glass
PMGT 312x	1	Jordania Leo	Jordania Leo	Jordania Leo	Jordania Leo	Jordania Leo	Jordania Leo	Jordania Leo	Jordania Leo	Jordania Leo	Jordania Leo	Jordania Leo	Jordania Leo	Jordania Leo	Jordania Leo	Jordania Leo	Jordania Leo	Jordania Leon-Jordan
PMGT 313x	1	Sabha Muset	Sabha Muset	Sabha Muset	Sabha Muset	Sabha Muset	Sabha Muset	Sabha Muset	Sabha Muset	Sabha Muset	Sabha Muset	Sabha Muset	Sabha Muset	Sabha Muset	Sabha Muset	Sabha Muset	Sabha Muset	Sabha Musetif
PMGT 314x	1	Sabha Muset	Sabha Muset	Sabha Muset	Sabha Muset	Sabha Muset	Sabha Muset	Sabha Muset	Sabha Muset	Sabha Muset	Sabha Muset	Sabha Muset	Sabha Muset	Sabha Muset	Sabha Muset	Sabha Muset	Sabha Muset	Sabha Musetif

EXHIBIT 6.11

From: [McGovern, Terry](#)
To: [Dhumal, Parag](#)
Cc: [Gee, Michele V](#)
Subject: Re: Flex courses
Date: Monday, October 17, 2022 10:46:12 PM
Attachments: [image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)
[Mail - McGovern, Terry - Outlook summer flex course email chain.pdf](#)

Copy of email exchange between Drs. McGovern and Bahmani attached next.

Hi [Parag](#),

I stopped teaching all the Flex courses (9 + capstone orientation module) on 1 June. The discussion about not teaching Flex as an overload over the summer took place in an email chain on 18 May 22 between Sahar and I. Please see the attached .pdf for the email chain.

Just to clarify--I did not request to stop teaching in Flex over the summer, it was an offer made by Sahar on the 18 May email at 1:55pm. It was suggested that if I needed a break from teaching flex that someone else would be assigned and in my response to the offer, I agreed that having a break would be ideal. My initial questions that led to this offer related to the calculation of Flex overloads for the summer, it was not clear to me how they were to be paid since Dean Baldwin agreed to having the 9 courses + capstone orientation module to count as 1.5 course load each term. It was from this that the offer to take a break from Flex came to fruition. Please see the attached email chain.

[Click here to go back to Sec 3.2](#)

Regards,

Terry

From: Dhumal, Parag <dhumal@uwp.edu>
Sent: Sunday, October 16, 2022 3:16 PM
To: McGovern, Terry <mcgovert@uwp.edu>
Cc: Gee, Michele V <gee@uwp.edu>; Dhumal, Parag <dhumal@uwp.edu>
Subject: Flex courses

Hello Terry:

Executive Committee is looking into some matters related flex program. This matter does not relate to you , we simply need some information on following questions.

1. When did stop teaching in summer for Flex Program? Which courses ?
2. When did you inform Flex Academic Director of your decision? Was it in meeting or via email? Provide details.

Thank you for your assistance,



Parag Dhumal, PhD, CPIM, CSCP

Profesor and Chair, Dept. of Business
Chair, UW-Parkside Faculty Senate
College of Business, Economics & Computing
Dhumal@uwp.edu | +1-262-595-2719

900 Wood Road, Kenosha, WI 53144 |

<https://www.uwp.edu/learn/instructorprofiles/facultystaffdetail.cfm?uid=dhumal>



Re: Flex BSBA faculty load

Bahmani, Sahar <bahmani@uwp.edu>

Tue 5/24/2022 12:23 AM

To: McGovern, Terry <mcgovert@uwp.edu>

Great seeing you today, Terry! Ryan and extended campus this afternoon approved I take over for your 10 courses June thru August.

I meet with Ryan Thursday and will get back to you to confirm your below calculations.

Thanks,

Sahar Bahmani, Ph.D.

Professor of Finance

Academic Director, Flex BSBA & PMGT Programs

Department of Business

University of Wisconsin-Parkside

Office: Molinaro Hall 278

Homepage: <https://sites.google.com/site/saharbahmaniphd/>

On May 23, 2022, at 7:39 AM, Bahmani, Sahar <bahmani@uwp.edu> wrote:

Looking forward to seeing you both today! Ryan-would it be possible for me to serve as a grader for Terry for June-August? Also could you help clarify his overload calculation (I believe the 4300 you calculated is the correct one Terry).

Thanks,

Sahar Bahmani, Ph.D.

Professor of Finance

Academic Director, Flex BSBA & PMGT Programs

Department of Business

University of Wisconsin-Parkside

Office: Molinaro Hall 278

Homepage: <https://sites.google.com/site/saharbahmaniphd/>

On May 21, 2022, at 10:24 PM, McGovern, Terry <mcgovert@uwp.edu> wrote:

Thank you for the information Sahar. I do need a break from Flex to have time to complete a couple of publications I need to finish this summer and catch up on my work with the North American Case Research Association, so if it is possible to have other faculty to cover the courses for June/July/August that would be great.

I am however, still a little confused about how load is factored in Flex as I am trying to work out how this will fit into a 9-month contract and potential

overloads during winter and summer sessions.

Since we have 3-month subscription periods, when I look at the May period (see the data below I pulled from Solar), I potentially have 61 students enrolled in my 10 courses--this includes those carry over students from March / April. So is a faculty member paid for all 61 they interact with in May (which is $\$1100+1600+1600 = 4300$) or just paid $\$1100$ for the 7 enrolled students that are shown for May in Solar?

When I look at the numbers of enrollments in my courses and apply the reimbursement rate you provided, the reimbursements appear skewed. An instructor is paid only $\$500$ more for working with 34 students in April vs 7 students in May? Or is it really 7 in May or a higher number since Mar/April students are still enrolled? Is an instructor given the same rate ($\$1600$) for working with 20 students in March vs 34 students (70% more) in April?

This makes my head hurt just trying to make sense of it!

The numbers below are total enrollments I see in Solar and then reimbursement per course/per credit hour.

May: 7 enrolled

BALM310: 400

BALM321 100

BAOS 310 200

BAOS 311 200

BAOS 321: 200

= $\$1100$

April: 34 enrolled

BALM310: 400

BALM320: 200

BALM321: 100

BALM400: 300

BAOS310: 200

BAOS311: 200

BAOS320: 100

BAOS321: 100

= $\$1600$

March: 20 enrolled

BALM310: 400

BALM320: 200

BALM321: 100

BALM410: 400

BAOS310: 200

BAOS311: 200

BAOS320: 100

= $\$1600$

Thank you for your patience! Maybe its best if we find time to discuss it on Monday. Looking forward to seeing you in person again--feels like its been forever!

r/

Terry

From: Bahmani, Sahar <bahmani@uwp.edu>
Sent: Wednesday, May 18, 2022 3:07 PM
To: McGovern, Terry <mcgovert@uwp.edu>
Subject: Re: Flex BSBA faculty load

Click here to go back to Sec 3.2

June 1st subscription period and onward I'm free to grade/cover for you. Just let Ryan and I know!

Sahar Bahmani, Ph.D.
Professor of Finance
Academic Director, Flex BSBA & PMGT Programs
Department of Business
University of Wisconsin-Parkside
Office: Molinaro Hall 278
Homepage: <https://sites.google.com/site/saharbahmaniphd/>

Dr. Bahmani made decision to remove Dr. McGovern from 9 Flex courses within 9 minutes ignoring his willingness to teach those courses until first 7 weeks of summer (July 1st week)

On May 18, 2022, at 2:58 PM, McGovern, Terry <mcgovert@uwp.edu> wrote:

Hi Sahar,

Having a break would be ideal, especially during the 2nd 7 weeks as I am taking Scouts backpacking in the mountains for 2 weeks starting the 3rd week of July and will be off the grid during that time. I am glad to cover the courses during the first 7 weeks as I realize the term starts next Monday already. A contract was sent for the MBA class I am teaching but I haven't seen anything for Flex courses, hence my confusion.

r/

Terry

From: Bahmani, Sahar <bahmani@uwp.edu>
Sent: Wednesday, May 18, 2022 1:55 PM
To: McGovern, Terry <mcgovert@uwp.edu>
Cc: Gee, Michele V <gee@uwp.edu>; Dhumal, Parag <dhumal@uwp.edu>; UWSS-UW System HR <UWSystemHR@uwss.wisconsin.edu>; Glass, Sheronda G

<glasss@uwp.edu>; Astoria, Ross S <astoria@uwp.edu>; Chalasani, Suresh B <chalsan@uwp.edu>

Subject: Re: Flex BSBA faculty load

Congrats on the pub, Terry and I look forward to your presentation this Monday at the flex faculty symposium!

I'll wait for our Dean/chair and long time flex director Suresh- to address your questions but: One thing I know I can do is: should you decide you need a break from flex grading of your courses we can assign someone else (for summer or other subscription periods, it's all up to you). If you recall, this is why last fall 2021 I had all our instructors fill out the excel spreadsheet with their primary/secondary fields.

Thanks,

Sahar Bahmani, Ph.D.
Professor of Finance
Academic Director, Flex BSBA & PMGT Programs
Department of Business
University of Wisconsin-Parkside
Office: Molinaro Hall 278
Homepage: <https://sites.google.com/site/saharbahmaniphd/>

On May 18, 2022, at 12:27 PM, McGovern, Terry
<mcgovert@uwp.edu> wrote:

Good afternoon everyone,

I hope you are all doing well and able to enjoy some time outside during these warmer days.

I am writing to determine clarification with the 10 Flex classes I am responsible for during the school year. My contract was switched from 12 months to 9 months this past winter and it has left me with questions about how this change impacts my teaching load going forward. Unlike our traditional courses, we do not have a set policy for determining faculty teaching load for Flex. I've cc'd other stakeholders to this issue including Shrona Glass and UW System HR as well as Ross Astoria from the Faculty Rights and Responsibilities committee to make them aware of this issue since the policy for Competency Based teaching load is an HR issue, a faculty issue (assuming CBE spreads to other

UWP departments), and the policy may be subject to other System policies of which I am not aware.

Background: I was originally hired by UW System as a full time Flex tenure-track professor in 2017 with UW Extended Campus. The agreement at that time was that I would teach full time in the Flex program and all my teaching would be remote (online). I gave up rank and tenure at another University to join UW under this agreement. In 2019 the Flex program was shifted to UWP and I moved with the program. As a UWP faculty member I was told that the 10 Flex classes would count as a 2-class load for my annual 8-course load (Flex counted for one fall class / one spring class) and I was expected to also teach in the other modalities including online MBA and in-person MBA and Undergraduate business classes. I was not clear to me how it was determined that the 10 classes translated into 1 class each term, like a work breakdown formula we use for our traditional undergrad and MBA programs.

In the spring of 2021 the Flex Director (Suresh Chalasani) recommended that my teaching load credit for Flex be increased as enrollments increased. In addition to increased enrollments, I also started seeing increased emails from Flex students and the requirement to maintain online office hours specifically for Flex students. The previous CBEC Dean (Dirk Baldwin) in August of 2021, recommended the 10 Flex classes I am responsible for count as a 3 class load (instead of 2) beginning in the Spring of 2021 as an overload. I have an email confirming this and forwarded it to Dr. Gee last fall when inquiring about the status of my teaching load, but I have not seen any paperwork or overload pay reflecting the additional course load credit in the spring.

Now that we are moving into summer, I am confused as to my role with these 10 Flex classes. Am I still expected to teach them over the summer? Do I have a choice? I would prefer not to as I planned to use the summer to conduct research and complete committee work I was not able to attend to during the academic year. I already have 1 overload this summer which is a writing intensive course in the MBA program with 45 students. I realize however, given how close we are to the start of the Summer term I am expected to continue teaching the 10 Flex courses but I am unsure of what the overload contract looks like. If the 10 classes are to count as 1.5 classes per term during the

school year, do they then count as 1.5 classes for each 7-week summer term? Am I expected to continue maintaining officer hours for Flex students over the summer?

Additionally, if I am expected to continue teaching the 10 Flex classes next academic year, how will those count towards my teaching load on a 9-month contract? If enrollments continue to rise in Flex, at what point does the load shift from 1.5 to 2.0 course load equivalent each term? Since Flex is a 12-month program, how will those classes factor over the winters regarding my annual load?

My apologies for sending this out so late in the academic year, but between research, committee work, and large spring class sizes, I put this on the back burner (along with many, many other tasks!). Now that grades are filed, I am playing catch up! I wanted to get this off before our Faculty Symposium next week as it might be worth addressing there.

I hope the tone of this email does not come off as pushy or demanding--that is not the intent. I am just looking for clarification given the changes in my contract. Also, I just learned yesterday that an article I had submitted, along with my co-author, to an 'A' journal was accepted--so I am in a great mood!

Regards,

Terry

UNIVERSITY OF
WISCONSIN
PARKSIDE



**Terry M. McGovern, DBA,
DM**

Assistant Professor, Management
mcgovert@uwp.edu | 563-845-1770

EXHIBIT 6.12

<u>Course Prefix</u>	<u>Course Name</u>	<u># Credits</u>	<u>Course Topics</u>
BABA 300X	Introduction to Business Analytics Applications	1 Nancy Ning	Emphasizing statistical tests beyond the current statistics courses and re-emphasizing some other test such as ANOVA, multiple regression, clustering.
BABA 301X	Tableau for Visualization and Data Analytics	3 Suresh	Connecting to data, metadata, data extracts, filtering data, dates and times, stacked bars, area charts, tree-maps, Visualization of distributions, Row-level Calculations, aggregate calculations, parameters. (1 credit)
			Level of detail calculations, Table calculations, Dashboards, Clustering, Trends, Forecasting, Distributions, Advanced visualizations, slope charts, bump charts. (1 credit)
			Sparklines, Animated Visualizations, Dynamic distributions, Tableau maps, Geospatial data, Spatial functions, Tableau data model, Joins, Blends, Working with messy data. (1 credit)
BABA 302X	R Fundamentals for Business Analytics	2 Suresh	R for t-Tests, ANOVA, Linear Regression, Multiple Regression, Logistic Regression, Principal Component Analysis, Time Series Analysis. (1.5 credits)
			tidyverse, ggplot, ggplot2, and related packages for advanced data visualization using R. (0.5 credits)
BABA 303X	AI & Machine Learning Business Applications using R	1 Suresh	R for k-nearest neighbor classification, tree-based classification, neural networks, deep learning, cluster analysis, text mining, sentiment analysis, word frequency and n-grams.
BABA 304X	Python Fundamentals for Data Analytics and Machine Learning	2 Nancy Ning	Python foundations for statistical tests including t-Tests, ANOVA, Linear Regression, Multiple Regression, Logistic Regression, Principal Component Analysis, Time Series Analysis. (1 credit)
			Advanced statistical and AI/machine learning techniques using Python: k-nearest neighbor classification, tree-based classification, neural networks, deep learning, cluster analysis, text mining, sentiment analysis. (1 credit)
BABA 305X	Data Analytics Applications in Marketing and Sales	1 Prasad Kothapalli	Data analytics applications in marketing and sales: Amazon sentiment reviews, text sentiment analysis, customer segmentation using wholesale data, forecasting product sales, customer value, market segmentation applications.
BABA 306X	Data Analytics Applications in HRM & Management	1 Suresh	Data analytics applications in HRM and management: Employee attrition data analysis; Employee feedback data analysis; Benchmarking employee performance using k-nearest neighbor models. (emphasis on R)
BABA 307X	Data Analytics Applications in Operations & Supply Chain	1 Prasad Kothapalli	Data analytics application in operations and supply chain: Demand forecasting; time-series forecasting, clustering analysis and KNN applications in operations and supply chains.
BABA 308X	Data Analytics Applications in Finance	1 Sahar	Data analytics applications in finance and accounting: Credit card fraud detection; Financial risk analysis; Personalized services using NLP; Algorithmic trading.

Click here to go back to Sec 3.2

EXHIBIT 6.13

From: [Ryan Specht-Boardman](#)
To: [Bahmani, Sahar](#); [Kruse, Crista M](#); [Dhumal, Parag](#); [Chalasan, Suresh B](#); [Gee, Michele V](#)
Subject: RE: Copy of BUSAN development Contract Request
Date: Monday, June 27, 2022 5:50:35 PM

External Email: Use caution responding, opening attachments, or clicking on links.

Good afternoon folks,

I was out last Friday so thank you for your patience in my response. UW Extended Campus is not involved at all in finalizing instructor assignments and the issuing of contracts for course development and revision. Since UW-Parkside is the hiring and payment authority for course development/revision (not UWEX), any and all contracts related to the selection and on-going support for instructors and course development is managed by UW-Parkside. This is the case with our other programming at other campuses as well that the contracts for faculty activity are all run through the campus, not UWEX.

Once it has been communicated to me from UW-Parkside that a faculty assignment is finalized, I send the instructor an IP agreement to sign (called the JCOA) which is outlined in the MOU between UW-Parkside and UW Extended Campus. This document is not a contract related to compensation: it discussed the shared intellectual property rights and then provides a timeline of the course development process. You may be familiar with these documents as it is a universal template across all UWEX programming.

Since my name was mentioned below, I wanted to write to clarify my role here is to support the development process of a course(s) after faculty are identified and hired by the home institution (UW-Parkside). I am not involved in the development or issuance of contracts in this capacity.

[Click here to go back to Sec 3.2](#)

I hope this helps clarify, and please let me know other questions you have.

Ryan Specht-Boardman
Program Manager
--UW Flexible Option | flex.wisconsin.edu
--UW Boot Camps | bootcamp.wisconsin.edu
--UW Skills Forward
608.890.4481 | ryan.spechtboardman@uwex.wisconsin.edu

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

From: Bahmani, Sahar <bahmani@uwp.edu>
Sent: Thursday, June 23, 2022 5:14 PM
To: Kruse, Crista M <kruse@uwp.edu>; Dhumal, Parag <dhumal@uwp.edu>; Ryan Specht-Boardman <ryan.spechtboardman@uwex.wisconsin.edu>; Chalasan, Suresh B <chalasan@uwp.edu>; Gee, Michele V <gee@uwp.edu>
Subject: Re: Copy of BUSAN development Contract Request

Hi Crista:

Suresh signed his course development contract for BUSAN so the contracts came from your office. To clarify, that is what Parag is asking for - a copy of the course development contract. Recall - the course development started June 1st til end of August, once Ryan approves the course has been fully developed with Eileen they give you the green light to pay.

Please send any copy of a contract to Parag, Thanks, Sahar

Sahar Bahmani, Ph.D.
Professor of Finance

Academic Director, Flex BSBA & PMGT Programs Department of Business University of Wisconsin-Parkside
Office: Molinaro Hall 278
Pronouns: she/her
Homepage: <https://sites.google.com/site/saharbahmaniphd/>

From: Kruse, Crista M <kruse@uwp.edu>
Sent: Thursday, June 23, 2022 4:09 PM
To: Bahmani, Sahar; Dhumal, Parag; Ryan SpechtBoardman
Subject: RE: Copy of BUSAN development Contract Request

Hi Sahar,

I do not have a contract for BUSAN as it is part of the Flex program. Ryan should be able to help with details.

We will need to discuss building BUSAN and the Noncredit Project Management certificate into the next FLEX MOU that will be reviewed later in the Fall 22 semester. I am planning on discussing this with Michele as we have just under \$15,000 in Noncredit Project Management enrollment fees collected by UWEX and will be included in the FY22 reconciliation. However, we do not have a contract to collect those revenues from CBEC. We have paid for the development and continue to pay faculty salaries to support these students. I'm sorry that I do not have more to share at this present time.

Thank you,
Crista

Crista Kruse
Director, Professional and Continuing Education
262-595-2240

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

From: Bahmani, Sahar
Sent: Thursday, June 23, 2022 1:15 PM
To: Kruse, Crista M <kruse@uwp.edu>; Dhumal, Parag <dhumal@uwp.edu>; Ryan SpechtBoardman <ryan.spechtboardman@uwex.wisconsin.edu>
Subject: Copy of BUSAN development Contract Request

Dear Crista -

Parag and Michele and I had a 2 hour meeting just now, they would like to see a copy of the contract for BUSAN course development. Any template or example is much appreciated (I know the amount is different depending on credits).

Can you confirm also that the contracts were sent out and Michele signed for the first batch of summer course development for BUSAN?

Thanks,
Sahar

Sahar Bahmani, Ph.D.
Professor of Finance
Academic Director, Flex BSBA & PMGT Programs Department of Business University of Wisconsin-Parkside
Office: Molinaro Hall 278
Pronouns: she/her
Homepage: <https://sites.google.com/site/saharbahmaniphd/>

EXHIBIT 6.14

From: Bahmani, Sahar
To: Dhumal, Parag; Gee, Michele V
Subject: Stepping down
Date: Thursday, June 23, 2022 5:31:28 PM

Dear Parag and Michele -

Michele I know you missed the very last part of our conversation of our meeting between Parag and I because you had another meeting.

I explained that while this 1 year of serving as the Flex director was a good learning experience for me, I do not want to continue. I explained my reasons to Parag and also my teaching and research have always come first.

Click here to
go back to
Sec 3.2

I know it's not July 1st just yet but know that I will do everything that needs to be done for a smooth transition to the next director. I honestly think Suresh is the very best director for Flex BSBA (and that he always has been) and I know Gary Wood and Rob Ducoffe would agree as they have both been extremely supportive of Flex.

Thanks,
Sahar

Sahar Bahmani, Ph.D.
Professor of Finance
Academic Director, Flex BSBA & PMGT Programs
Department of Business
University of Wisconsin-Parkside
Office: Molinaro Hall 278
Pronouns: she/her
Homepage: <https://sites.google.com/site/saharbahmaniphd/>

EXHIBIT 6.15

From: Glass, Sheronda G
To: Dhumal, Parag; Gee, Michele V
Subject: Re: Phone message from Sahar
Date: Thursday, October 20, 2022 2:34:24 PM
Attachments: image002.png
image003.png
image001.png
image005.png
image009.png
image011.png
image012.png
Outlook-ed@vbb.png
Outlook-3tubs...wv.png
Outlook-221ary.png
Outlook-2v14p.png
Outlook-12kuob.png

Yes, and thank you.

Thank you!



Sheronda Glass, Ph.D.

Associate Vice Chancellor of Human Resources,
Diversity, Equity, and Inclusion
Pronouns: She/Her/Hers
glasss@uwp.edu | 262-595-2204

900 Wood Road, Kenosha, WI 53144 | hr@uwp.edu | Visit the Equity, Diversity, and Inclusion Website



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From: Dhumal, Parag <dhumal@uwp.edu>
Sent: Thursday, October 20, 2022 2:30 PM
To: Glass, Sheronda G <glasss@uwp.edu>; Gee, Michele V <gee@uwp.edu>
Subject: RE: Phone message from Sahar

Hello, Sheronda:

Just a correction, Sahar did not leave voicemail for me, it was for Peter who informed us via email. Laster Sahar confirmed reason for her not teaching in flex which I have shared with you now.

Thank you.

Parag Dhumal, PhD, CPIM, CSCP

Professor and Chair, Dept. of Business
Chair, UWP Parkside Faculty Senate
College of Business, Economics & Computing
University of Wisconsin Parkside
Dhumal@uwp.edu | 1-262-595-2719

From: Glass, Sheronda G
Sent: Thursday, October 20, 2022 2:27 PM
To: Dhumal, Parag <dhumal@uwp.edu>; Gee, Michele V <gee@uwp.edu>
Subject: Re: Phone message from Sahar

Parag,

Sahar did share with me the voicemail that she left for you. Based on what we know, she is asking to be released from her flex courses. She has not asked for any further accommodation here at UWP. I cannot speak to what she has requested of UWM as she would work with their HR department.

Click here to go back to Sec 3.2

Thank you!



Sheronda Glass, Ph.D.

Associate Vice Chancellor of Human Resources,
Diversity, Equity, and Inclusion
Pronouns: She/Her/Hers



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From: Dhumal, Parag <dhumal@uwp.edu>
Sent: Thursday, October 20, 2022 1:58 PM
To: Gee, Michele V <gee@uwp.edu>; Glass, Sheronda G <glasss@uwp.edu>
Subject: RE: Phone message from Sahar

Sheronda:

I understand that faculty member does not required to teach overload course if they do not wish to. Thus Prof. Bahmani's request to not teach in Flex program is understandable. Furthermore, Michele and I received request to approve her overload assignment for Winterim for UW-Milwaukee where she is currently teaching as well.

However, in Prof. Bahmani's email dated 10/19/2022 (see below), she specifies reason for not teaching in Flex program as 'medical issues'. Are her documented medical issues affecting only Flex teaching at UW-Parkside and not more demanding face to face and online classes here and UW-Milwaukee?

Regards,



On Oct 18th I requested all of my flex courses to be reassigned due to medical issues. I've met with Gary Wood and Rob as well as HR are aware. Thank you for accommodating this on such short notice.

Tue Oct 11 (the day before the EC meeting) I canceled my two 121 courses and will document this on my Oct leave report.
Tue Oct 18 Laura put signs up on the doors, for both 121 classes, both were taught virtually and the students actually put me up on the projector, please advise if that day needs sick leave too? Thanks.

Sahar Bahmani, Ph.D.
Professor of Finance
Department of Business
University of Wisconsin-Parkside
Office: Molinaro Hall 278

Parag Dhumal, PhD, CPIM, CSCP

Professor and Chair, Dept. of Business
Chair, UW Parkside Faculty Senate
College of Business, Economics & Computing
University of Wisconsin Parkside
Dhumal@uwp.edu | 1-262-595-2719

From: Gee, Michele V
Sent: Thursday, October 20, 2022 10:31 AM
To: Glass, Sheronda G <glasss@uwp.edu>
CC: Gee, Michele V <gee@uwp.edu>; Dhumal, Parag <dhumal@uwp.edu>
Subject: Re: Phone message from Sahar

Hi Sheronda,

Thank you for the update concerning Sahar. Just for clarification: When a faculty member agrees to teach an overload, he/she can opt not to teach it in the middle of the class (or subscription period)? There are several of her Flex classes that have to be taught quickly by someone else mid-stream. In this case, the Academic Director indicated it's okay under the circumstances. So, please know I'm just asking this question for future reference: that essentially a person can be too ill to teach overload classes online, but okay to continue teaching all other assigned classes including face-to-face classes?

Michele

Dr. Michele V. Gee

Interim Dean, and
Professor of Management
College of Business,
Economics, and
Computing
University of Wisconsin-Parkside
900 Wood Road, Kenosha, WI 53144
gee@uwp.edu

From: Glass, Sheronda G <glass@uwp.edu>
Sent: Thursday, October 20, 2022 9:56:36 AM
To: Dhumal, Parag <dhumal@uwp.edu>
Cc: Gee, Michele V <gee@uwp.edu>
Subject: Re: Phone message from Sahar

Good morning,

Sahar indicated that she does not require any leave or further accommodation at this time. She is not required to teach the flex courses because they are overloads.

She plans to put something in writing. I will keep you updated.

On another note, we did receive a request for an inter-institutional agreement for her to teach overload at UWM. It will be coming your way for consideration and approval.

Thank you!



Sheronda Glass, Ph.D.

Associate Vice Chancellor of Human Resources,
Diversity, Equity, and Inclusion
Pyramus: She Her Hers
glass@uwp.edu | 262-595-2204

900 Wood Road, Kenosha, WI 53144 | hr@uwp.edu | [Visit the Equity, Diversity, and Inclusion Website](#)



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From: Dhumal, Parag <dhumal@uwp.edu>
Sent: Wednesday, October 19, 2022 3:30 PM
To: Glass, Sheronda G <glass@uwp.edu>
Cc: Gee, Michele V <gee@uwp.edu>
Subject: RE: Phone message from Sahar

Thank you Sheronda.
I look forward for an update.

Have a great day

Parag Dhumal, PhD, CPIM, CSCP

Professor and Chair, Dept. of Business
Chair, UW Parkside Faculty Senate
College of Business, Economics, & Computing
University of Wisconsin Parkside
Dhumal@uwp.edu | +1 262 595 2719

From: Glass, Sheronda G
Sent: Wednesday, October 19, 2022 8:25 AM
To: Dhumal, Parag <dhumal@uwp.edu>
Cc: Gee, Michele V <gee@uwp.edu>
Subject: Re: Phone message from Sahar

Good morning,

We currently do not have any information from Prof Bahmani; however, I will have someone reach out to her based on the information that you have shared.

Thank you!



Sheronda Glass, Ph.D.

Associate Vice Chancellor of Human Resources,
Diversity, Equity, and Inclusion
Pronouns: She Her Hers
glass@uwp.edu | 262-595-2204

900 Wood Road, Kenosha, WI 53144 | hr@uwp.edu | Visit the Equity, Diversity, and Inclusion Website



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From: Dhurnal, Parag <dhumal@uwp.edu>
Sent: Tuesday, October 18, 2022 11:32 PM
To: Glass, Sheronda G <glass@uwp.edu>
Cc: Gee, Michele V <gee@uwp.edu>; Dhurnal, Parag <dhumal@uwp.edu>
Subject: FW: Phone message from Sahar

Hello Sheronda:

Please see email chain below from Flex program Academic Director Prof. Peter Knight. He has informed us that Prof. Sahar Bahmani is facing "Very Serious Medical Issues" and hence she should be removed immediately from all flex course teaching assignments.

1. Did Prof. Bahmani informed HR about her medical issues that are impacting her ability to teach in Flex Program which is entirely online?
2. Have you received any documentation about this?
3. If Prof. Bahmani cannot teach in entirely online Flex Program due to her medical conditions, will she able to teach undergraduate and MBA classes that are more demanding? She is currently teaching following courses in online and face-to-face format .

Sahar Bahmani's Teaching Schedule - Fall 2022-23 > Univ of Wisconsin-Parkside					
Class	Class Title	Days & Times	Room	Class Dates	
FIN 330-001 (2115)	Managerial Finance (Lecture)	TuTh 9:30AM - 10:52AM	MOLN L318	Sep 7, 2022- Dec 10, 2022	
FIN 330-002 (2116)	Managerial Finance (Lecture)	TuTh 11:00AM - 12:22PM	MOLN L222	Sep 7, 2022- Dec 16, 2022	
FIN 330-003 (2117)	Managerial Finance (Lecture)	TBA	ONLINE	Sep 7, 2022- Dec 16, 2022	
FIN 330-005 (2118)	Managerial Finance (Lecture)	TBA	ONLINE	Sep 7, 2022- Dec 10, 2022	
INTS 499-002 (1203)	Independent Study (Independent Study)	TBA	TBA	Sep 7, 2022- Dec 16, 2022	
MBA 512-3471 (2194)	Fndns in Statistics/Economic (Lecture)	TBA	ONLINE	Sep 12, 2022- Oct 28, 2022	
MBA 512-3475 (2195)	Fndns in Statistics/Economic (Lecture)	TBA	ONLINE	Oct 31, 2022- Dec 16, 2022	
MBA 512-3481 (2199)	Fndns in Statistics/Economic (Lecture)	TBA	ONLINE	Sep 12, 2022- Oct 28, 2022	
MBA 512-3485 (2197)	Fndns in Statistics/Economic (Lecture)	TBA	ONLINE	Oct 31, 2022- Dec 16, 2022	

Dr. Bahmani's Fall 2022 teaching schedule for other courses.

4. In addition to Business Department, Prof. Sahar Bahmani is teaching an online course for UW - Milwaukee this fall. Just today, we received another request from UW-Milwaukee HR for overload teaching assignment during the winterim period. How should we handle this ? Will you be informing UW-Milwaukee if her medical conditions prohibits her from performing teaching assignments?
5. Is Prof. Bahmani planning to take FLMA given her medical conditions ?

Please let us know ASAP as we want to be fully prepared in case our faculty member can not teach in the middle of semester. Thank you.

Parag Dhurnal, PhD, CPIM, CSCP
Professor and Chair, Dept. of Business

Chair, UW-Parkside Faculty Senate
College of Business, Economics & Computing
University of Wisconsin Parkside
Dhumal@uwp.edu | +1-262-595-2719

From: Knight, Peter C
Sent: Tuesday, October 18, 2022 4:57 PM
To: Dhumal, Parag <dhumal@uwp.edu>; Gee, Michele V <gee@uwp.edu>
Subject: Re: Phone message from Sahar

Just to clarify Parag she said she couldn't teach in flex because she had a serious medical problem. As academic director I am fine with her not teaching any further in flex and I'm sure extension is as well so it's immaterial. Please feel free to follow up with her regarding her ability to teach her regular classes given a serious medical problem. Please feel free to follow up with her regarding her ability to teach her regular classes given a serious medical problem.

Dr. Peter Knight,
Full Professor, Sales and Marketing
Director- Sales Center
University of Wisconsin Parkside
Room 353
Kenosha , Wisconsin

53141 -2000

From: Dhumal, Parag <dhumal@uwp.edu>
Sent: Tuesday, October 18, 2022 2:40 PM
To: Knight, Peter C <knights@uwp.edu>; Gee, Michele V <gee@uwp.edu>
Subject: RE: Phone message from Sahar

Peter:

Thanks for information. Is Prof. Bahmani's "very serious medical issues" the reason why she wants to be taken off of Flex courses immediately? Will she still be able to teach her other assigned classes since she has very serious medical issues? To be clear, what is the primary reason she wants to be removed immediately from teaching in Flex?

Regards,

Parag Dhumal, PhD, CPIM, CSCP

Professor and Chair, Dept. of Business
Chair, UW Parkside Faculty Senate
College of Business, Economics & Computing
University of Wisconsin Parkside
Dhumal@uwp.edu | +1-262-595-2719

From: Knight, Peter C
Sent: Tuesday, October 18, 2022 1:04 PM
To: Gee, Michele V <gee@uwp.edu>; Dhumal, Parag <dhumal@uwp.edu>
Subject: Phone message from Sahar

Sahar left me a phone message a few hours ago in my office indicating that she would like to be removed from all flex courses immediately. She also noticed that she was facing some very serious medical issues

We can probably leave reassignment of the courses in solar for a few days until we figure out whether I take all these courses over temporarily or others will be involved. As you know transitioning the courses is complex from a registrars perspective. We need to discuss the path of least resistance and impact on the system to assign replacements in the meantime I can at least monitor her classes on canvas for a few days to ensure there are no questions or overdue assignments for grading. I can have her taken out of canvas immediately if you agree

We
Dr. Peter Knight,
Full Professor, Sales and Marketing
Director- Sales Center
University of Wisconsin Parkside
Room 353
Kenosha , Wisconsin

53141 -2000

EXHIBIT 6.16

From: [Shawndrika M Hazelwood](#)
To: [Dhumal, Parag](#); [Gee, Michele V](#); [Ducoffe, Robert H](#)
Subject: UW-Milwaukee Inter-institutional Overload - Bahmani
Date: Tuesday, October 18, 2022 4:32:28 PM

External Email: Use caution responding, opening attachments, or clicking on links.
Good afternoon, all,

I am the HR Business Partner for the College of Business at UW-Milwaukee. I was just notified that Business Professor, Sahar Bahmani is teaching an online course with us this fall. We are also requesting that she teach during the winterim period. I have submitted inter-institutional overloads for the fall and winterim, that is currently being reviewed/approved by our leadership. You will then receive an email to review/approve the request in BP Logix (electronic approver system).

[Click here to go back to Sec 3.2](#)

Please let me know if you have any questions.

Thank you,
Shawn

Shawndrika Hazelwood, MBA, PHR
HR Business Partner | Shared Services Center
UW-Milwaukee
Englemann Hall 187
Phone: 414-229-4581
Fax: 414-229-4102

Sheldon B. Lubar College of Business
School of Architecture and Urban Planning | Room 221

EXHIBIT 6.17

Click here to go back to 4.2.1

From: Knight, Peter C
 To: Turner, Lori B; Kimmel, Elizabeth
 Cc: Gee, Michele V; Dhumal, Parag; Registrar, Office
 Subject: Flex Grades Entered Prior to Instructor Approval
 Date: Wednesday, October 19, 2022 2:51:24 PM
 Attachments: image001.png
 image002.png

By the way below is blatantly false. Ask Sahar to produce the email. The burden is on her to prove her accusation Please don't repeat this Lori and all as fact until investigated. This is how unfounded rumors become fact.

I don't have access to that course in my canvas dashboard , Peter told me to enter for that course today but I figured they were prior students and the solar roster was given to me today for that class when it should go to RZ.

Sahar Bahmani, Ph.D.
 Professor of Finance
 Department of Business
 University of Wisconsin-Parkside
 Office: Molinaro Hall 278
 Homepage: <https://sites.uwps.edu/site/saharbahmani/phil/>

On Sep 29, 2022, at 5:28 PM, Turner, Lori B <turnerl@uwsp.edu> wrote:

Hello,

Please check with Sahar about the grades. You are the two who had access to the grading. I have copied her on this message.

Best wishes,
 Lori

From: Zameeruddin, Rizvana
 Sent: Thursday, September 29, 2022 5:14 PM
 To: Knight, Peter C <knightp@uwsp.edu>
 Cc: Gee, Michele V <gee@uwsp.edu>; Dhumal, Parag <dhumal@uwsp.edu>; ryan.spechtboardman@uwex.wisconsin.edu; Turner, Lori B <turnerl@uwsp.edu>; Registrar.Flex <Registrar.Flex@uwsp.edu>; Registrars.Office <Registrars.Office@uwsp.edu>; Zameeruddin, Rizvana <zameeruid@uwsp.edu>
 Subject: Flex Grades Entered Prior to Instructor Approval

Dear Peter,

In regards to the Flex Business Law Course, please be advised of the following:

1. When attempting to enter my grades for the July 2022 subscription period, on SOEAR I noticed that the grades were already entered and approved for both of the students enrolled.
2. Both of these students have not completed the work required per the course previously developed, however their grades are reported as MD when they should be PR.
- 3.

Please advise as to why MD grades are entered for both of these students, when they have not completed the work.

Regards,

Flexible Option

Change Class

BALM 200X - 001 (1014)
 Analysis of a Selected Organization's Navigation of Law and Ethics (CompBased)

Classroom Section	Enroll	Instructor	Enroll
TBA	TBA	Sahar Bahmani, Rizvana Zameeruddin	07/05/2022 - 09/23/2022

Display Roster Type
 Grade Roster
 Milestone Roster

Display Options
 *Grade Roster Type: Final Grade
 Display Unassigned Roster Grade Only

Grade Roster Action
 *Approval Status: Approved Save

ID	Name	Roster Grade	Official Grade	Grading Basis	Program/Option	Level
<input type="checkbox"/>	[REDACTED]	MD		FLX	Undergrad Flex Degree Seeking - Business Admin FlexOption	Sophomore
<input type="checkbox"/>	[REDACTED]	MD		FLX	Undergrad Flex Degree Seeking - Business Admin FlexOption	Junior

Select All Clear All
 Notify Selected Students Notify All Students
 Printer Friendly Version

Professor Rizvana Zameeruddin, DBA, JD, LL.M, CPA

From: Sahar Bahmani, Ph.D.
 To: Turner, Lori B
 Cc: Zameeruddin, Rizvana; Gee, Michele V; Dhumal, Parag; Ryan, Specht; Boardman, Ryan; Registrar, Flex
 Subject: Re: Flex Grades Entered Prior to Instructor Approval
 Date: Thursday, September 29, 2022 5:28 PM
 Attachments: image001.png
 image002.png

I don't have access to that course in my canvas dashboard, Peter told me to enter for that course today but I figured they were prior students and the solar roster was given to me today for that class when it should go to RZ.

Sahar Bahmani, Ph.D.
 Professor of Finance
 Department of Business
 University of Wisconsin-Parkside
 Office: Molinaro Hall 278
 Homepage: <https://sites.uwps.edu/~saharbahmani/psd/>

On Sep 29, 2022, at 5:28 PM, Turner, Lori B <turnerl@uwp.edu> wrote:

Hello,

Please check with Sahar about the grades. You are the two who had access to the grading. I have copied her on this message.

Best wishes,
 Len

From: Zameeruddin, Rizvana
 Sent: Thursday, September 29, 2022 5:14 PM
 To: Knight, Peter C <knightp@uwp.edu>
 Cc: Gee, Michele V <gee@uwp.edu>; Dhumal, Parag <dhumal@uwp.edu>; ryan.specht@boardman@uwex.wisconsin.edu; Turner, Lori B <turnerl@uwp.edu>; Registrar, Flex <Registrar.Flex@uwp.edu>; Registrars,Office <Registrars.Office@uwp.edu>; Zameeruddin, Rizvana <zameerul@uwp.edu>
 Subject: Flex Grades Entered Prior to Instructor Approval

Dear Peter,

In regards to the Flex Business Law Course, please be advised of the following:

1. When attempting to enter my grades for the July 2022 subscription period, on SOLAR I noticed that the grades were already entered and approved for both of the students enrolled.
2. Both of these students have not completed the work required per the course previously developed, however their grades are reported as MD when they should be PR.
- 3.

Please advise as to why MD grades are entered for both of these students, when they have not completed the work.

Regards,

Flexible Option

[Change Class](#)

BALM 200X - 001 (1014)
 Analysis of a Selected Organization's Navigation of Law and Ethics (CompBased)

Course Section	Section	Instructor	Start
TBA	TBA	Sahar Bahmani, Rizvana Zameeruddin	07/05/2022 - 09/23/2022

Display Roster Type

Grade Roster
 Milestone Roster

Display Options

*Grade Roster Type: Final Grade

Display Unassigned Roster Grade Only

Grade Roster Action

*Approval Status: Approved [Save](#)

Student Grade

ID	Name	Roster Grade	Official Grade	Grading Basis	Program and Plan	Level
<input type="checkbox"/>		MD		FLX	Undergrad Flex Degree Seeking - Business Admin FlexOption	Sophomore
<input type="checkbox"/>		MD		FLX	Undergrad Flex Degree Seeking - Business Admin FlexOption	Junior

[Select All](#) [Clear All](#)

[Notify Selected Students](#) [Notify All Students](#)

[Printer Friendly Version](#)

Professor Rizvana Zameeruddin, DBA, JD, LL.M, CPA
 University of Wisconsin Parkside
 College of Business, Economics, and Computing
 Molinaro Hall 376
 900 Wood Road
 Kenosha, WI 53144
 262.595.2125 office

From: [Zameeruddin, Rizvana](#)
To: [Turner, Lori B](#); [Knight, Peter C](#); [Gee, Michele V](#); [Dhumal, Parag](#); [Kimmel, Rhonda S](#); [Zameeruddin, Rizvana](#); [Secretary of the Faculty](#); [Astoria, Ross S](#); [Shallor, Jonathan](#)
Subject: Re: BALM 201x July Subscription Period Grades
Date: Wednesday, October 26, 2022 5:59:26 PM
Attachments: [Outlook-m310umxs.png](#)

Dear All,

I have filed a formal grievance regarding this issue and am continuing with the process. The Faculty Rights and Responsibilities Committee Chair, Dr. Ross Astoria and the Secretary of the Faculty, Dr. Greg Mayer are copied on my response to you.

[Click here to go back to 4.2.1](#)

As stated, multiple times previously, I will not change grades that I did not enter. This matter remains in the hands of the Faculty Rights and Responsibilities Committee until I am advised by it of the next step in the formal grievance process.

Regards,
Rizvana Zameeruddin

Professor Rizvana Zameeruddin, DBA, JD, LLM, CPA
University of Wisconsin Parkside
College of Business, Economics, and Computing
Molinaro Hall 376
900 Wood Road
Kenosha, WI 53144
262 595 2125 office
zameerud@uwp.edu



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From: Turner, Lori B <turnerl@uwp.edu>

Sent: Wednesday, October 26, 2022 5:48 PM

To: Knight, Peter C <knightp@uwp.edu>; Zameeruddin, Rizvana <zameerud@uwp.edu>; Gee, Michele V <gee@uwp.edu>; Dhupal, Parag <dhumal@uwp.edu>; Kimmel, Rhonda S <hollandr@uwp.edu>

Subject: RE: BALM 201x July Subscription Period Grades

Hello,

The grades in the system are still MD grades and should be changed if they are not accurate. I will send the link to the grade changes to both of you in a separate email.

Best wishes,
Lori

From: Knight, Peter C

Sent: Wednesday, October 26, 2022 5:46 PM

To: Turner, Lori B <turnerl@uwp.edu>; Zameeruddin, Rizvana <zameerud@uwp.edu>; Gee, Michele V <gee@uwp.edu>; Dhupal, Parag <dhumal@uwp.edu>; Kimmel, Rhonda S <hollandr@uwp.edu>

Subject: BALM 201x July Subscription Period Grades

Lori: I believe we never actually corrected the two MD grades awarded in error by Sahar in SOLAR to PR is that correct?

Rizvana: Do you want me to do the grade change form, or would you prefer to do it? I will email the two students involved and explain the situation to them as Director on your behalf. once the grades are correct in SOLAR.. Please keep in mind that we are developing a plan to rectify the situation for many students not just these two and there are still outstanding issues. Is there anything else I can help with?

Dr. Peter Knight

Full Professor of Marketing, Director-Sales Center,and Online Business Degree Completion Programs

College of Business, Economics and Computing

University of Wisconsin-Parkside

53141-2000

<https://www.linkedin.com/in/peter-knight-ph-d-5a87391b>

From: [Zameeruddin, Rizvana](#)
To: [Bahmani, Sahar](#); [Knight, Peter C](#); [Turner, Lori B](#); [Gee, Michele V](#); [Dhumal, Parag](#); [Secretary of the Faculty](#); [Shailor, Jonathan](#); [Zameeruddin, Rizvana](#); [Astoria, Ross S](#)
Subject: Re: Grade Change Process BALMS 200X Sept. subscription period
Date: Thursday, October 27, 2022 12:29:03 PM
Attachments: [Outlook-dag5qirh.png](#)

Dear Sahar,

Thank you for your attention to this matter, and your grading error acknowledgement. I will withdraw my formal grievance with the Faculty Rights and Responsibilities Committee.

[Click here to go back to 4.2.1](#)

Regards,

Rizvana Zameeruddin

Professor Rizvana Zameeruddin, DBA, JD, LLM, CPA
University of Wisconsin Parkside
College of Business, Economics, and Computing
Molinaro Hall 376
900 Wood Road
Kenosha, WI 53144
262 595 2125 office
zameerud@uwp.edu



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From: Bahmani, Sahar <bahmani@uwp.edu>

Sent: Wednesday, October 26, 2022 7:32 PM

To: Knight, Peter C <knightp@uwp.edu>; Turner, Lori B <turnerl@uwp.edu>; Zameeruddin, Rizvana <zameerud@uwp.edu>; Gee, Michele V <gee@uwp.edu>; Dhumal, Parag <dhumal@uwp.edu>

Subject: Re: Grade Change Process BALMS 200X Sept. subscription period

Peter: Both grade change forms (for students last names Ward and Rath) in BALM 200X have been submitted. Please do let me know if additional grade change forms need to be filled out to remedy this situation.

Rizvana: This was the very least I could do as the error was entirely mine and not at all yours. Again, I'm sorry.

Thanks,

Sahar Bahmani, Ph.D.
Professor of Finance
Department of Business
University of Wisconsin-Parkside
Office: Molinaro Hall 278

From: Knight, Peter C <knightp@uwp.edu>

Sent: Wednesday, October 26, 2022 7:06 PM

To: Turner, Lori B; Zameeruddin, Rizvana; Gee, Michele V; Dhumal, Parag; Bahmani, Sahar

Subject: Grade Change Process BALMS 200X Sept. subscription period

Sahar: Please let me know by tomorrow if you will complete the change of grade form below changing the two MD grades posted to PR . If not I will do it as AD.

From: Turner, Lori B <turnerl@uwp.edu>

Sent: Wednesday, October 26, 2022 5:48 PM

To: Knight, Peter C <knightp@uwp.edu>; Zameeruddin, Rizvana <zameerud@uwp.edu>

Subject: Grade Change Process

Hello,

Use this link to start a Grade Change. You will need to select your Department Chair and Dean in the form**.

If their name does not appear in the search field for the Chair or Dean, they will need to log into BP Logix once before you can complete the form (see below*).

<https://uwp.bplogix.net/form.aspx?pid=946ca522-e191-479d-a0c8->

c67f807880ee&formid=cd5ec99f-30e9-44e7-bcf5-f5e72b2a46d3&nohome=0&completepageprompt=0&completepage=&completetext=

*Logging into BP Logix will make that employee available to choose within the form.

Have them go to the UW-Parkside Logins page, click on BP Logix, and log in.

<https://www.uwp.edu/logins/>

** Protocol for when a Chair or Dean are unavailable

Chair: if your Chair is unavailable

- * list your Dean in both the Chair and Dean fields

Dean: if your Dean is unavailable

- * list Assistant or Associate Dean
- * if no Dean is available list the Provost

Best wishes,

Lori

Lori Turner

Assistant Registrar

UW-Parkside

900 Wood Road, PO Box 2000

Kenosha, WI 53141-2000

turnerl@uwp.edu<<mailto:turnerl@uwp.edu>>

URL: <http://www.uwp.edu/apply/>

Find out what makes UW-Parkside Real.Amazing.<<http://vimeo.com/76475659>>

[facebook]<<https://www.facebook.com/UWPAdmissions>> [twitter]
<<https://twitter.com/UWPAdmissions>>

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Best wishes,

Lori

Lori Turner

Assistant Registrar

UW-Parkside

900 Wood Road, PO Box 2000

Kenosha, WI 53141-2000

turnerl@uwp.edu<<mailto:turnerl@uwp.edu>>

URL: <http://www.uwp.edu/apply/>

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List of graduated between June 2019 and August 2022.

EXHIBIT 6.18

	Start Month	Month of End Date	Program	Student Name	Comments
1	September 2021	August 2022			Student submitted all assignments
2	November 2021	July 2022	BSBA		Student submitted all assignments
3	May 2019	May 2022	BSBA		MD in BAEF300X without completing work (see screenshot below)
4	October 2019	March 2022	BSBA		Student submitted all assignments
5	March 2019	December 2021	BSBA		Student submitted all assignments
6	June 2019	November 2021	BSBA		No data available for May 2019 subscription period
7	May 2020	October 2021	BSBA		Student submitted all assignments
8	October 2019	October 2022	BSBA		Student submitted all assignments
9	May 2020	July 2021	BSBA		Student submitted all assignments
10	July 2019	June 2021	BSBA		Student submitted all assignments
11	July 2020	June 2021	BSBA		Student submitted all assignments
12	January 2020	January 2021	BSBA		Student submitted all assignments
13	April 2019	June 2020	BSBA		Student submitted all assignments
14	March 2019	May 2020	BSBA		Student submitted all assignments
15	March 2019	February 2020	BSBA		No data available for March 2019 subscription period
16	March 2019	February 2020	BSBA		Not impacted - Not taken courses with concerned professor
17	May 2019	October 2019	BSBA		No data available for May 2019 subscription period
18	April 2019	June 2019	BSBA		Not impacted- Not taken courses with concerned professor

Click here to go back to 4.2.3

May 2019 May 2022 BSBA [Redacted]

BAEF300X_2 Grades

Gradebook

Student Names

Q: [Redacted] Search Students

Apply Filters

Student Name	Assessment: Capital Budge Out of 12	Assessment: Capital Struct Out of 14	Assessment: Sources of C Out of 24	Project: Ma & Pa Inc. Proje Out of 18
[Redacted]	12	14		

CANVAS GRADEBOOK

Nov 2020 Subscription Period

BAEF	300X	Capital Budgeting Techniques	1.00	1.00 TB	4.000
BAFI	300X	Introduction to NWA Function	3.00	0.00 PR	
BAWA	300X	Business Analytics I	2.00	0.00 PR	
BAWS	310K	Sales Concepts and Application	1.00	1.00 TB	4.000
BAOS	330K	Reshoring Product Manufacturing	2.00	0.00 PR	
TERM GPA :	4.000	TERM TOTALS :	9.00	2.00	8.000
CUM GPA :	3.739	CUM TOTALS :	42.00	78.00	86.000

Student Transcript

EXHIBIT 6.19

From: [Knight, Peter C](#)
To: [Dhumal, Parag](#); [Akinlade, Ekundayo Y](#); [Bahmani, Sahar](#); [Rajan, Roby](#); [Wang, Zhe-Min](#); [Ye, Qian](#); [Zameeruddin, Rizvana](#)
Cc: [Gee, Michele V](#)
Subject: Re: Information presented in today's EC meeting
Date: Sunday, October 16, 2022 10:43:32 PM
Attachments: [image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Also we have to be vigilant about the total number of students who were enrolled in these courses and what have done since they were awarded credit for these courses. We know probably roughly 40 percent have left the program. Some may have already or will in the future present these courses as transfer credits at other institutions

Dr. Peter Knight,
 Full Professor, Sales and Marketing
 Director- Sales Center
 University of Wisconsin Parkside
 Room 353
 Kenosha , Wisconsin

[Click here to go back to 4.2.3](#)

53141 -2000

From: Dhumal, Parag <dhumal@uwp.edu>
Sent: Sunday, October 16, 2022 7:26 PM
To: Akinlade, Ekundayo Y <akinlade@uwp.edu>; Bahmani, Sahar <bahmani@uwp.edu>; Knight, Peter C <knightp@uwp.edu>; Rajan, Roby <rajan@uwp.edu>; Wang, Zhe-Min <>wangz@uwp.edu>; Ye, Qian <ye@uwp.edu>; Zameeruddin, Rizvana <zameerud@uwp.edu>
Cc: Gee, Michele V <gee@uwp.edu>
Subject: RE: Information presented in today's EC meeting

Colleagues-

I received list of 18 students who graduated from BABA Flex program between June 2019 and August 2022. I went into SOLAR and checked their transcript to see which subscription period they have completed which Flex course. I went to Canvas for each of course they have taken with concerned professor and checked if they have completed all work.

Out of 18, I could not find data for 3 students as they have taken Canvas course long back to retrieve.

Out of 18, there is one student who graduated without completing all work . See below.

Start Month	Month of End Date	Program	Student Name	Comments
May 2019	May 2022	BSBA		MD in BAEF300X without completing work

In the attached spreadsheet, you will find details along with screenshot showing which assignments are not completed.

Please do through job to recheck everything independently.

If you have any additional information or insights please send it to this group or if you want to share confidentially send it to Dean and me .

Thank you

Parag Dhumal, PhD, CPIM, CSCP

Professor and Chair, Dept. of Business
 Chair, UW-Parkside Faculty Senate
 College of Business, Economics & Computing
 University of Wisconsin-Parkside
dhumal@uwp.edu | +1-262-595-2719

From: Dhumal, Parag

Sent: Wednesday, October 12, 2022 3:52 PM

To: Akinlade, Ekundayo Y <akinlade@uwp.edu>; Bahmani, Sahar <bahmani@uwp.edu>; Dhumal, Parag <dhumal@uwp.edu>; Knight, Peter C <knightp@uwp.edu>; Rajan, Roby <rajan@uwp.edu>; Wang, Zhe-Min <>wangz@uwp.edu>; Ye, Qian <ye@uwp.edu>; Zameeruddin, Rizvana <zameerud@uwp.edu>

Cc: Gee, Michele V <gee@uwp.edu>

Subject: Information presented in today's EC meeting

Colleagues :

As you have suggested and decided, I am sharing information presented in meeting only to those who have asked for it. As I remember correctly, in the meetings Prof. Suresh Chalasani wanted only raw grade data as opposed to our findings, thus I will sharing him raw data only. If he request more information I will provide him that as well.

Please see attached following documents:

1. Excel file from Peter sharing his initial findings (FLEX Course Grades_BAHMANI MAY_JUNE_JULY22)
2. Excel file - Raw BASBA Flex Program grade data obtained from John Standards Office for last one year (FLEX Course Grades_6107-6207)
3. Excel file with List of Faculty Assignments for various Flex courses by each month obtained from UWEX (Faculty list July 2021 through October 2022)
4. Excel file with additional findings (DRAFT Oct 12_FLEX Course Grades_Statistics)
5. Word file with Summary of Findings (Draft Summary of BSBA Flex Garde Reporting Errors)

There are Canvas screenshots in Excel file with additional findings. If you prefer to have access to Canvas please let Peter know with CC to Michele and me. We will compline all requests together and provide you access through UWEX.

Please note information presented today and what I am sharing with you is sensitive and confidential. More importantly it is preliminary. Please do your due diligence to verify everything for accuracy. We will have a weeks' time to review and I will get back to you with next coarse of action.

and



Parag Dhumal, PhD, CPIM, CSCP

Professor and Chair, Dept. of Business
College of Business, Economics & Computing
University of Wisconsin-Parkside
Dhumal@uwp.edu | +1-262-595-2719

900 Wood Road, Kenosha, WI 53144 | <https://www.uwp.edu/learn/instructorprofiles/facultystaffdetail.cfm?uid=dhumal>



EXHIBIT 6.20

Click here to go back to 5.2.1

FY21 Q3 (Jan-Mar 2021)

Project	# Credits	Faculty Receiving Compensation	Enrollments			Compensation			Total payable for Qtr
			Jan	Feb	Mar	Jan	Feb	Mar	
BAEF 300x	1	Sahar Bahmani	5	3	5	\$ 100	\$ 100	\$ 100	\$ 300
BAEF 301x	1	Sahar Bahmani	4	3	3	\$ 100	\$ 100	\$ 100	\$ 300
BAEF 302x	1	Sahar Bahmani	5	4	4	\$ 100	\$ 100	\$ 100	\$ 300
BSBA Total			14	10	12	\$ 300	\$ 300	\$ 300	\$ 900

Legend	
1-7 compensation per credit per month	\$100
8 to 15 compensation per discussion per month	\$150
After 15, per student compensation per credit per month	\$10

Faculty Responsibilities:

- (1) Grading student work in projects and providing appropriate feedback to ensure student progress and success
- (2) Adhering to deadlines for grading student work and guidelines for leaving feedback
- (2) Engaging in regular and substantive interaction w/ students including reviewing & providing feedback on goal setting assignmt
- (3) Monitoring workload, completing the workload spreadsheet and submitting it at regular intervals
- (4) Monitoring project components that may be difficult for students to navigate and arriving at strategies for revisions
- (5) Arriving at methods to align project credits with a more traditional scheme

FY21 Q4 (Apr-June 2021)

Project	# Credits	Faculty Receiving Compensation			Apr	May	Jun	Apr	May	Jun	Total payable for Qtr	15% increase
		Apr	May	Jun								
			Enrollments				Compensation					
BAEF 300x	1	Sahar Bahmani	5	4	3	\$ 100	\$ 100	\$ 100	\$ 300	\$ 345.00		
BAEF 301x	1	Sahar Bahmani	5	6	7	\$ 100	\$ 100	\$ 100	\$ 300	\$ 345.00		
BAEF 302x	1	Sahar Bahmani	3	3	2	\$ 100	\$ 100	\$ 100	\$ 300	\$ 345.00		
BSBA Total			13	13	12	\$ 300	\$ 300	\$ 300	\$ 900	\$ 1,035.00		
15% Increase						345	345	345	1035			

Legend
 1-7 compensation per credit per month \$100
 8 to 15 compensation per discussion per month \$150
 After 15, per student compensation per credit per m \$10

Faculty Responsibilities:

- (1) Grading student work in projects and providing appropriate feedback to ensure student progress and success
- (2) Adhering to deadlines for grading student work and guidelines for leaving feedback
- (2) Engaging in regular and substantive interaction w/ students including reviewing & providing feedback on goal setting assignmt
- (3) Monitoring workload, completing the workload spreadsheet and submitting it at regular intervals
- (4) Monitoring project components that may be difficult for students to navigate and arriving at strategies for revisions
- (5) Arriving at methods to align project credits with a more traditional scheme

July -Sep 2021

Project	# Credits	Faculty Receiving			Jul	Aug	Sep	Jul	Aug	Sep	Total payable for Qtr	15% increase
		Compensation										
			Enrollments				Compensation					
BAEF 300x	1	Sahar Bahmani	4	4	6	\$ 100	\$ 100	\$ 100	\$ 300	\$ 345.00		
BAEF 301x	1	Sahar Bahmani	3	4	8	\$ 100	\$ 100	\$ 150	\$ 350	\$ 402.50		
BAEF 302x	1	Sahar Bahmani	0	1	2	\$ -	\$ 100	\$ 100	\$ 200	\$ 230.00		
BSBA Total			7	9	16	\$ 200	\$ 300	\$ 350	\$ 850	\$ 977.50		
15% Increase						230	345	402.5	977.5			

Legend

1-7 compensation per credit per month \$100
 8 to 15 compensation per discussion per month \$150
 After 15, per student compensation per credit per mo \$10

Faculty Responsibilities:

- (1) Grading student work in projects and providing appropriate feedback to ensure student progress and success
- (2) Adhering to deadlines for grading student work and guidelines for leaving feedback
- (2) Engaging in regular and substantive interaction w/ students including reviewing & providing feedback on goal setting assignmt
- (3) Monitoring workload, completing the workload spreadsheet and submitting it at regular intervals
- (4) Monitoring project components that may be difficult for students to navigate and arriving at strategies for revisions
- (5) Arriving at methods to align project credits with a more traditional scheme

Oct-Dec 2021

Project	# Credits	Faculty Receiving			Oct	Nov	Dec	Oct	Nov	Dec	Total payable for Qtr	15% increase
		Compensation	Enrollments	Compensation								
BAEF 300x	1	Sahar Bahmani	9	10	9	\$ 150	\$ 150	\$ 150	\$ 450	\$ 517.50		
BAEF 301x	1	Sahar Bahmani	11	9	4	\$ 150	\$ 150	\$ 100	\$ 400	\$ 460.00		
BAEF 302x	1	Sahar Bahmani	6	5	3	\$ 100	\$ 100	\$ 100	\$ 300	\$ 345.00		
BSBA Total			26	24	16	\$ 400	\$ 400	\$ 350	\$ 1,150	\$ 1,322.50		
15% Increase						460	460	402.5	1322.5			

Legend	
1-7 compensation per credit per month	\$100
8 to 15 compensation per discussion per month	\$150
After 15, per student compensation per credit per month	\$10

Faculty Responsibilities:

- (1) Grading student work in projects and providing appropriate feedback to ensure student progress and success
- (2) Adhering to deadlines for grading student work and guidelines for leaving feedback
- (2) Engaging in regular and substantive interaction w/ students including reviewing & providing feedback on goal setting assignmt
- (3) Monitoring workload, completing the workload spreadsheet and submitting it at regular intervals
- (4) Monitoring project components that may be difficult for students to navigate and arriving at strategies for revisions
- (5) Arriving at methods to align project credits with a more traditional scheme

Jan-Mar 22

Project	# Credits	Faculty Receiving	Enrollments			Compensation			Total payable for Qtr	15% increase
			Jan	Feb	Mar	Jan	Feb	Mar		
BAEF 300x	1	Sahar Bahmani	7	6	8	\$ 100	\$ 100	\$ 150	\$ 350	\$ 402.50
BAEF 301x	1	Sahar Bahmani	7	8	7	\$ 100	\$ 150	\$ 100	\$ 350	\$ 402.50
BAEF 302x	1	Sahar Bahmani	3	3	2	\$ 100	\$ 100	\$ 100	\$ 300	\$ 345.00
BSBA Total			17	17	17	\$ 300	\$ 350	\$ 350	\$ 1,000	\$ 1,150.00
PMGT 304x	1	Sahar Bahmani	4	3	1	\$ 100	\$ 100	\$ 100	\$ 300	\$ 345.00
PMGT 310x	1	Sahar Bahmani	4	5	3	\$ 100	\$ 100	\$ 100	\$ 300	\$ 345.00
PMGT Total			8	8	4	\$ 200	\$ 200	\$ 200	\$ 600	\$ 690.00
Grand total	5		25	25	21	500	550	550	\$ 1,600.00	\$ 1,840.00
15% Increase						575	632.5	632.5	1840	

Legend

1-7 compensation per credit per month \$100

8 to 15 compensation per discussion per month \$150

After 15, per student compensation per credit per mon \$10

Apr-June 2022

Project	# Credit	Faculty Receiving	Enrollments			Compensation			Total payable for Qtr	15% increase
			Apr	May	Jun	Apr	May	Jun		
BAEF 300x	1	Sahar Bahman	12	8	3	\$ 150	\$ 150	\$ 100	\$ 400	\$ 460.00
BAEF 301x	1	Sahar Bahman	4	4	9	\$ 100	\$ 100	\$ 150	\$ 350	\$ 402.50
BAEF 302x	1	Sahar Bahman	3	2	4	\$ 100	\$ 100	\$ 100	\$ 300	\$ 345.00
BALM 100x	1	Sahar Bahman	0	0	5	\$ -	\$ -	\$ 100	\$ 100	\$ 115.00
BALM 200x - SUBSTITUT 3		Sahar Bahman	0	0	18	\$ -	\$ -	\$ 540	\$ 540	\$ 621.00
BAOS 320x - SUBSTITUT 1		Sahar Bahman	0	0	10	\$ -	\$ -	\$ 150	\$ 150	\$ 172.50
BAOS 321x - SUBSTITUT 2		Sahar Bahman	0	0	6	\$ -	\$ -	\$ 200	\$ 200	\$ 230.00
BAOS 310x - SUBSTITUT 2		Sahar Bahman	0	0	10	\$ -	\$ -	\$ 300	\$ 300	\$ 345.00
BALM 400x - SUBSTITUT 3		Sahar Bahman	0	0	4	\$ -	\$ -	\$ 300	\$ 300	\$ 345.00
BALM 410x - SUBSTITUT 4		Sahar Bahman	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
BALM 320x - SUBSTITUT 2		Sahar Bahman	0	0	7	\$ -	\$ -	\$ 200	\$ 200	\$ 230.00
BALM 321x - SUBSTITUT 1		Sahar Bahman	0	0	7	\$ -	\$ -	\$ 100	\$ 100	\$ 115.00
BSBA Total			19	14	83	\$ 350	\$ 350	\$ 2,240	\$ 2,940	\$ 3,381.00
PMGT 304x	1	Sahar Bahman	1	0	0	\$ 100	\$ -	\$ -	\$ 100	\$ 115.00
PMGT 310x	1	Sahar Bahman	3	1	0	\$ 100	\$ 100	\$ -	\$ 200	\$ 230.00
PMGT Total			4	1	0	\$ 200	\$ 100	\$ -	\$ 300	\$ 345.00
Grand total	24		23	15	83	550	450	2240	\$ 3,240.00	\$ 3,726.00
15% Increase						632.5	517.5	2576	3726	

Project	# Cred	Faculty Receiving	Enrollments			Compensation			Total payable for Qtr	15% increase
			Jul	Aug	Sep	Jul	Aug	Sep		
BAEF 300x	1	Sahar Bahmani	4	8	11	\$ 100	\$ 150	\$ 150	\$ 400	\$ 460.00
BAEF 301x	1	Sahar Bahmani	10	8	12	\$ 150	\$ 150	\$ 150	\$ 450	\$ 517.50
BAEF 302x	1	Sahar Bahmani	5	6	11	\$ 100	\$ 100	\$ 150	\$ 350	\$ 402.50
BALM 100x	1	Sahar Bahmani	6	14	21	\$ 100	\$ 150	\$ 210	\$ 460	\$ 529.00
BALM 200x - SUB 3		Sahar Bahmani	15	14	0	\$ 450	\$ 450	\$ -	\$ 900	\$ 1,035.00
BAOS 320x - SUB 1		Sahar Bahmani	8	7	0	\$ 150	\$ 100	\$ -	\$ 250	\$ 287.50
BAOS 321x - SUB 2		Sahar Bahmani	6	5	0	\$ 200	\$ 200	\$ -	\$ 400	\$ 460.00
BAOS 310x - SUB 2		Sahar Bahmani	9	8	8	\$ 300	\$ 300	\$ 300	\$ 900	\$ 1,035.00
BALM 400x - SUB 3		Sahar Bahmani	2	2	4	\$ 300	\$ 300	\$ 300	\$ 900	\$ 1,035.00
BALM 410x - SUB 4		Sahar Bahmani	4	3	4	\$ 400	\$ 400	\$ 400	\$ 1,200	\$ 1,380.00
BALM 320x - SUB 2		Sahar Bahmani	4	9	0	\$ 200	\$ 300	\$ -	\$ 500	\$ 575.00
BALM 321x - SUB 1		Sahar Bahmani	8	9	0	\$ 150	\$ 150	\$ -	\$ 300	\$ 345.00
BSBA Total			81	93	71	\$ 2,600	\$ 2,750	\$ 1,660	\$ 7,010	\$ 8,061.50
PMGT 304x	1	Sahar Bahmani	1	2	2	\$ 100	\$ 100	\$ 100	\$ 300	\$ 345.00
PMGT 310x	1	Sahar Bahmani	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
PMGT Total			1	2	2	\$ 100	\$ 100	\$ 100	\$ 300	\$ 345.00
Grand total	24		82	95	73	2700	2850	1760	\$ 7,310.00	\$ 8,406.50
15% Increase						3105	3277.5	2024	8406.5	

From: [Dhumal, Parag](#)
To: [Specht-Boardman, Ryan](#)
Cc: [Dhumal, Parag](#)
Subject: Overload Payment for Flex program
Date: Sunday, November 6, 2022 9:37:51 PM

Thank you Ryan. This was very useful.

Parag Dhumal, PhD, CPIM, CSCP

Professor and Chair, Dept. of Business
Chair, UW-Parkside Faculty Senate
College of Business, Economics & Computing
University of Wisconsin-Parkside
Dhumal@uwp.edu | +1-262-595-2719

From: Specht-Boardman, Ryan <ryan.spechtboardman@uwex.wisconsin.edu>
Sent: Friday, November 4, 2022 12:17 PM
To: Dhumal, Parag <dhumal@uwp.edu>; Knight, Peter C <knightp@uwp.edu>
Subject: RE: Mastery data

External Email: Use caution responding, opening attachments, or clicking on links.

Parag,

Attached are the records I have going back through FY20. Prior to that, the program was at UW-Extension and had a different payment process, so I do not have records from then (it was managed then directly by UWEX HR).

Second, I will note that though these are the enrollment documents with a payment amount attached, ultimately the actual processing of payments is solely at the discretion of UW-Parkside. Stated differently, Parkside is free to pay instructors whatever they see fit outside the rate that appears in the program budget. For instance, if an instructor is paid for their Flex courses in load, it's very likely that the amounts represented in these spreadsheets is going to differ from the amount the instructor is actually paid as opposed to if an instructor is paid on overload. Some colleges take a tax off the top of these amounts transferred before paying the instructors, and other colleges pay the instructor more than what the program-expense model reimburses.

Therefore, I (at UWEX) cannot guarantee that these are the dollar amounts that directly went to Sahar in her paycheck. The most accurate way to get the information on how much an instructor was paid would be directly through UW-Parkside HR, or through whomever is responsible for managing faculty contracts.

Attached you'll find all the excel records; here's a quick table for you. The significant increase in FY22Q4 and FY23Q1 is due to her taking on all of the additional courses as the substitute, rather than just her historical course load, as the record as previously noted.

FY20Q1	\$ 600.00
FY20Q2	\$ 900.00
FY20Q3	\$ 1,000.00
FY20Q4	\$ 900.00
FY21Q1	\$ 900.00
FY21Q2	\$ 900.00
FY21Q3	\$ 900.00
FY21Q4	\$ 1,035.00
FY22Q1	\$ 977.50
FY22Q2	\$ 1,322.50
FY22Q3	\$ 1,840.00
FY22Q4	\$ 3,726.00
FY23Q1	\$ 8,406.50

(As one final note, the spreadsheets that are attached are fairly complicated. They were created by Suresh during his term as AD and is what has been in use since; it might take a moment to get oriented to the way the payment information is laid out).

Thank you,

Ryan Specht-Boardman
Senior Program Manager

UW Flexible Option | UW Boot Camps | UW Skills Forward
608.890.4481 | ryan.spechtboardman@uwex.wisconsin.edu



EXHIBIT 6.21

From: Dhumal, Parag
To: Bahmani, Sahar
Cc: Gee, Michele V; Knight, Peter C
Subject: RE: grade change request
Date: Sunday, September 11, 2022 10:59:00 AM
Attachments: [image009.png](#)
[image010.png](#)
[image011.png](#)
[image012.png](#)
[image013.png](#)
[image014.png](#)

Ok, all clear now. I just wanted to make sure change student grade to 'PR' he/she is aware that they have to complete work and have not passed course.

Parag Dhumal, PhD, CPIM, CSCP

Professor and Chair, Dept. of Business
College of Business, Economics & Computing
University of Wisconsin-Parkside
Dhumal@uwp.edu | +1-262-595-2719

From: Bahmani, Sahar
Sent: Sunday, September 11, 2022 10:56 AM
To: Dhumal, Parag <dhumal@uwp.edu>
Cc: Gee, Michele V <gee@uwp.edu>; Knight, Peter C <knightp@uwp.edu>
Subject: Re: grade change request

[Click here to go back to Sec 2.2 e](#)

Hi Parag:

Peter asked me and gave me the form, the error was entirely mine in the June Sp I accidentally marked his grade as MD and the student brought it to Rizvana's attention that he wanted the PR. I let Peter know last week that marking him as chair wasn't an option but that your name was.

Sahar Bahmani, Ph.D.
Professor of Finance
Department of Business
University of Wisconsin-Parkside
Office: Molinaro Hall 278
Homepage: <https://sites.google.com/site/saharbahmaniphd/>

On Sep 11, 2022, at 10:45 AM, Dhumal, Parag <dhumal@uwp.edu> wrote:

Hello Sahar:

I received grade change notification for following Flex student. Request is to change grade from MD to PR. I have not come across situation where we make such change so just wanted to check with you before I approve. Also is student is aware that passing grade will be changed to progressive?

Regards,

Change of Grade

Student Last Name:

Student First Name:

Student ID#:

Subject (i.e. MATH):
FLEX

Course # (i.e. 111):
BALM

Section # (i.e. 001):
200X

Class # (i.e. 7043):
1014

Term & Year Taken (i.e. Fall 2020):
June - August Subscription period

Career:
FLEX

Original Grade:
KID

New Grade:
PR

NOTE: F grades must indicate last week of attendance
Example: FG (refer to the F Grading Policy)

Reason for Grade Change:

Change a grade previously reported to correct an instructor's error



Parag Dhumal, PhD, CPIM, CSCP

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University of Wisconsin-Parkside
Dhumal@uwp.edu | +1-262-595-2719

900 Wood Road, Kenosha, WI 53144 | <https://www.uwp.edu/learn/instructorprofiles/facultystaffdetail.cfm?uid=dhumal>



EXHIBIT 6.22

From: [Standard, John R](#)
To: [Dhumal, Parag](#)
Subject: RE: Few last question
Date: Friday, November 11, 2022 2:49:04 PM

Hi Parag – sorry it took me a bit, but here are the data you requested. Let me know if you have any questions or need anything else.

Best,

-John

From: Dhumal, Parag
Sent: Tuesday, November 8, 2022 4:28 PM
To: Standard, John R <standard@uwp.edu>
Cc: Specht-Boardman, Ryan <ryan.spechtboardman@uwex.wisconsin.edu>; Knight, Peter C <knightp@uwp.edu>; Gee, Michele V <gee@uwp.edu>; Dhumal, Parag <dhumal@uwp.edu>
Subject: Few last question

Hello John:

We are finalizing report for BSBA Flex program to send it to higher administration ASAP. I have calculated costs based on estimated numbers. However if you can provide additional information on following , we can provide better estimate in our report.

If this information is going to take more time or not easily available let me know. We will go with existing estimates or can weigh on waiting additional time.

Please see questions below.

1. How many courses (or credits) on average students take every subscription period for BSBA Flex program? 3.3 Classes, 7.5 Credits (since Flex began); 3.5 Classes, 7.6 Credits (past year)
2. Based on no of course enrollments (not number of students) of BSBA Flex program, can you generate statistics on % mastered in 1 attempt, % mastered in 2 attempt, % mastered in 3 attempts , and so on.
 - 3,386 attempted a class
 - 2,365 mastered a class
 - 1,808 on 1st attempt
 - 401 on 2nd attempt
 - 92 on 3rd attempt
 - 38 on 4th attempt
 - 18 on 5th attempt
 - 8 on 6th attempt
3. See below # of course enrollment for courses Dr. Bahmani graded some time in Flex . I am wondering how many total students these constitute . Out of 270, some of students have

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taken more than one course with her. We are interested in finding total number of students who have taken at least one course form Dr. Bahmani. This number will tell us if we have to provide any opportunity , how many students these will be. Out of these no if you can classify no graduated, no left , and no active that will be great.

- Graduated: 18
- Active: 80
- Inactive, not graduated: 24
- Total: 122

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Courses	No. of Course Enrollments
BAEF300X	76
BAEF301X	74
BAEF302X	43
BALM100X	5
10 Other Courses	72
Total	270
Percentage	

OR you can simply share excel file with all student name , subscription period, course no, reported that Dr. Bahmani ever graded. We can remove duplicate and get this no. Ryan from UWEX should be able to classify students graduated , left and currently active.

Thank you very much for your assistance.

Parag Dhumal, PhD, CPIM, CSCP

Professor and Chair, Dept. of Business
 Chair, UW-Parkside Faculty Senate
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EXHIBIT 6.23

Missed Course Enrollments and Subscription Periods

John Standards, Academic Assessment Analyst, provided data on the Mastery Attempts Distribution in the BSBA Flex program since its inception in 2016. Out of 2,365 courses mastered in total: 1,808 courses were mastered on the 1st attempt, 401 on the 2nd attempt, 92 on the 3rd attempt, 38 on the 4th attempt, 18 on the 5th attempt, and 8 on the 6th attempt. Since Dr. Bahmani's 270-course enrollment are part of the 2,365 mastered courses (11.4% of the overall mastered courses), we removed these observations to find the Observed Unbiased Frequency, which is representative of the grading of all the other instructors in the BSBA Flex program.

The following table shows this Observed Unbiased Frequency and the Mastery Attempts Distribution Percentage calculated based on it. If Dr. Bahmani were to grade like all the other instructors, the expected (Mastery Attempt) frequency would be calculated for her 270-course enrollments. For example, of all the other instructors, 74% completed on the 1st attempt. Thus, out of 270, 199.9 should be completed on the 1st attempt as opposed to the observed frequency of 257 (270-13 PR allocated).

Lost course enrollment is calculated as the difference between the expected and observed frequency multiplied by the attempt missed. For example, 50 should have mastered on the 2nd attempt; however, only 13 mastered on the 2nd attempt. Thus 37 (50-13 =37) is the lost course enrollment. Similarly, 11.9 should have been mastered on 3rd attempt; however, all of these were mastered on the first attempt. Thus, we missed two enrollment attempts of 11.9, resulting in a lost course enrollment of 23.7 (11.9*2=23.7). Our results show approximately **90 (89.8) lost course enrollments** from Dr. Bahmani's graded courses.

Mastered Attempt	1	2	3	4	5	6	Total
Observed Frequency for Flex Program	1808	401	92	38	18	8	2365
Observed Unbiased Frequency	1551	388	92	38	18	8	2095
Mastery Attempts Distribution Percentage	74.0%	18.5%	4.4%	1.8%	0.9%	0.4%	100.0%
Expected Frequency for Dr. Bahmani	199.9	50.0	11.9	4.9	2.3	1.0	270.0
Observed Frequency for Dr. Bahmani	257.0	13.0	0.0	0.0	0.0	0.0	270.0
Lost Course Enrollment	0.0	37.0	23.7	14.7	9.3	5.2	89.8

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It is difficult to ascertain the exact missed subscription periods from lost course enrollment; however, it is an accurate indicator of lost subscription periods. The number of subscription periods also depends on how closer students are to graduation or degree completion—the closer the student, the more subscription periods it would take. For example, in the above table, five should have mastered Dr. Bahmani's course on the 6th attempt. If these courses were 100-level students or taken earlier in the program, then there would not have much impact on the lost subscription periods. But if these courses are 300 or 400 level, the student must take more than one subscription period to master courses. Given that Dr. Bahmani's courses mainly were 300 or 400 levels missing one subscription period, corresponding to every missed course enrollment will be a good indicator. We believe we lost close to 90 subscription periods worth of tuition revenue from academic misconduct or Dr. Bahmani.