

Clarification and Evidence

In Regards to the Continued Employment of Roddy A. Stegemann

My Accomplishments at the University

DEPARTMENT OF EUROPEAN LANGUAGES AND LITERATURE: Since my arrival in my new department in the Spring of 2011-12 I have been very busy.

- With the encouragement and assistance of Dr. Abdullah Al Shehri, Chairperson, I have developed a unique teaching methodology that combines students' prior and current training with the grammatical and conceptual mechanics of the language that they were never taught as Saudi high school students. This methodology combines the latest information technology with traditional teaching methods well-suited for English language learners with poor active knowledge of English.

This methodology is so well-appreciated by my students that many of them expressed their regret upon hearing of my imminent departure and went to Dr. Al Shehri, both individually and in groups, to demand that I be kept. What greater honor could be bestowed on a lecturer of my rank?

Dr. Ayman Habis, former Vice Dean of the ELI, has suggested that I present this methodology to my colleagues in a seminar this coming fall, if I am retained. My students have encouraged me to start a webpage devoted solely to it.

- "English or Languish: The Market Ramification of Artificial Demand". Completed paper for presentation at the CESifo Conference on The Economics of Language Policy in Venice, July 26 and 27, 2013.

ENGLISH LANGUAGE INSTITUTE: Before moving to the Department of European Languages and Literature I was also very active at the English Language Institute.

- "Your Career and You: It's Up to You". Slide presentation before a local college at the invitation of fellow colleague at the institute. May 2011.
- "Building a Program in the Probable Absence of Real Incentives". Slide presentation before Vice Dean, Professor Ayman Habis and the faculty of the English Language Institute. June 2011.
- "English Language Needs Assessment Project: Research for a Better Foundation Program." Research project proposal submitted to the Administrative Council of the English Language Institute. July 2011.

ISLAMIC ECONOMIC INSTITUTE: Thanks to and at the invitation of Dean Abdullah Turkistani of the Islamic Institute I have also been inspired to write and present three papers in economics since my arrival at the university. One of these has already been published, and another is expected for publication very soon.

- “Money Creation and the Revolution: Along the Path to Real Change”. Presented at the Western Economic Association International, San Francisco, July 1, 2012. Published in the 2012 issue of *Procesos de Mercado*, Vol 9, No. 1, 2012, pp. 429-433.
- “Central Banking: The Enemy of Sound Money”. Presented at the Western Economics Association International, Tokyo, March 16, 2013.
- “Understanding the Austrian Business Cycle from a Neoclassical Perspective”. Presented at the Islamic Economics Institute, King Abdulaziz University, Jeddah, April 17 and May 15, 2013. It will be published in the institute’s annual book entitled Wednesday Seminar (Hiwar) and posted on the university’s website.

CONCLUSION: The university has benefited from all of these endeavors. When I present overseas I spread the good name of King Abdulaziz University, and when I am at the university I stimulate discussion among my colleagues. These are not the industry and accomplishments of a faculty member nearing his retirement.

Multilingual Studies and Training

In every country that I have ever worked I have sought to learn the language and culture of my national hosts. The Kingdom of Saudi Arabia has not been an exception in this regard. Thanks to the special encouragement and sponsorship of my friend and mentor Dr Mutair Al Malaki and Dr. Mansour Ahwad of the Arab Language Institute I am now able to write Arabic and am gradually learning to read and speak it, as well. Most important in this regard is my growing mastery of Arabic grammar that I share comparatively with my students in the English language classroom.

Most native English language instructors are not bilingual, let alone multilingual. I have excellent to good fluency in English (native), German, French, and Japanese. German and English are the primary cognates of the English language, and it is through the acquisition of these that I have come to know the English language so well. There is more, however.

Through the acquisition of my students’ mother tongues I am able to teach the English language in a way that my students can more easily understand. In this regard I have special insight that bilingual Arab speakers of English do not have. Moreover, you will be ill-put to find many native English teachers with my knowledge, training, and ability in second language learning and instruction.

Age Is a Double-Edged Sword

Cutting in one direction, we grow wiser with time and experience and are thus more professionally able, unless, of course, we are foolish and do not learn from our past errors. Cutting in the other direction, we tend to become neglectful of our physical well-being and over-confident in our knowledge. In effect, we become a victim of our habits and are unable or unwilling to absorb new knowledge and skills.

As an unmarried male with no family who has lived for prolonged periods in eight countries on three continents including the Middle East I have struggled diligently to maintain my youth as a means of survival. As a result, I am physically and mentally more able than most of my age-peers. Indeed, those of my age and older believe that I am much younger than they. Most of my students believe that I no older than their father.

I spend two hours at the gym every other day and am able to outperform physically most KAU students who use the gym. With this routine and rigorous exercise come enhanced mental capacity, greater industry, and a strong willingness to accept new challenges both in the classroom and society as a whole.

At some point I will surely lose these advantages, but it is certainly not now, as everyone who knows me can easily attest.

Personal Satisfaction

Because of my youthful spirit and endurance I have taken risks in my life that most others do not, as a result I am not well-prepared for retirement and need very much to work and save. In my current post I am able to achieve both of these goals. In my current post, I am also free to teach as I will, and this freedom has allowed me to develop a new teaching methodology and perform research that I would be otherwise unable to perform. In short, I am happy at King Abdulaziz University and would very much like to stay.

You are now well-aware that my documented age matches poorly with the reality of who I am. This perceptual gap makes it very difficult for me to find new employment. Indeed, it took many months for me to secure my job with King Abdulaziz University, and I learned only last month of the university's intention to discard me.

Finally, the most the university has to gain by upholding the rule is upholding the rule, for it simply does not apply to the reality of who I am, and neither of us stands to benefit.