

NORTH IDAHO COLLEGE

The published report, prepared by the Association's staff, concerns the action taken by the administration of North Idaho College to deny any further course assignments to a highly regarded adjunct instructor of English after she had taught part time at the institution for thirteen consecutive semesters and courses she had taught remained available. The administration, which notified her of nonreappointment by e-mail on the last day of the fall semester, refused to explain why it had declined to reappoint her. It also rejected her request for faculty review of her claim that the administration had given inadequate consideration to her qualifications for reappointment and that it had discriminated against her because of conflicts that it had had with her husband, a tenured instructor and former director of the college's writing center. The administration asserted that her complaint was not grievable under the terms of her particular appointment. Efforts by the AAUP staff to persuade the administration to recognize the instructor's rights under the Association's recommended standards proved unavailing.

The report found that the North Idaho College administration terminated the instructor's services in disregard of the provisions on part-time faculty appointments set forth in Regulation 13 of the Association's *Recommended Institutional Regulations on Academic Freedom and Tenure*. Under these provisions, the instructor was entitled to notice of nonreappointment at least a month before the end of her last semester of teaching, a statement of reasons for nonreappointment, and an opportunity for faculty review of the decision. The report found "no plausible academic basis for the decision not to reappoint her." The report also found that the administration's dispute with her husband may well

have motivated the action against her. The report further found that “her vulnerability to the termination of her services at the administration’s pleasure . . . could well have had a negative impact on the academic freedom of other part-time faculty members holding similar appointments.”

Committee A recommends to the Ninety-fifth Annual Meeting that North Idaho College be placed on the Association's list of censured administrations.