

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS
IOWA CONFERENCE

Committee A on Academic Freedom and Tenure

100 WARTBURG BOULEVARD
WAVERLY, IA 50677

Chair:

GREGORY F. SCHOLTZ

Wartburg College

6 January 2003

██████████, President
██████████
██████████
██████████

Dear President ██████████:

Professor ██████████, ██████████ Assistant Professor of Music at ██████████ ██████████, has sought the advice and assistance of the Iowa Conference of the American Association of University Professors regarding the termination of her tenured appointment at ██████████ and her subsequent efforts to obtain an appeal hearing before a faculty committee. Information about her case that Professor ██████████ has provided to Iowa Committee A on Academic Freedom and Tenure has led us to question whether the university's actions have been consistent with the widely accepted academic standards articulated by the Association.

Regulation 4(d) of the AAUP's *Recommended Institutional Regulations on Academic Freedom and Tenure* (enclosed) stipulates that a decision to terminate a faculty appointment when programs are eliminated for reasons other than financial exigency should be "based essentially upon educational considerations" and should be "determined primarily by the faculty as a whole or an appropriate committee thereof." This same Regulation also specifies that the faculty member whose position is terminated is entitled to "a full hearing before a faculty committee" in which "the essentials of an on-the-record adjudicative hearing will be observed."

These standards are affirmed in the current edition of the ██████████ faculty handbook, which declares that "██████████ University abides by the AAUP's current 'Recommended Institutional Regulations on Academic Freedom and Tenure'" (p. 28). The handbook also states that "in any instance of proposed termination of a tenured appointment, procedures for both faculty and administration shall be consistent with AAUP Guidelines" (p. 26).

According to the information that has been provided to us by Professor ██████████ ██████████, the decision to discontinue the programs in music apparently was neither "determined primarily by the faculty" nor "based essentially upon educational considerations." Moreover, your letter of December 11, 2002, denies Professor ██████████ ██████████'s request for a full hearing before a faculty committee, notwithstanding the university's commitment to adhere to AAUP-supported standards.

Dr. [REDACTED]
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We would welcome any further information or comments regarding the issues we have raised.

Sincerely,

Gregory F. Scholtz, Chair
Committee A on Academic Freedom and Tenure
Iowa Conference of the AAUP

Enclosure

cc: Professor [REDACTED]
Associate Vice President [REDACTED]
Professor [REDACTED], Chair, Faculty Welfare Committee, [REDACTED]
Professor A. Frank Thomson, President, Iowa AAUP
Associate Secretary Jonathan Knight, AAUP