VIA ELECTRONIC AND U.S. MAIL

May 31, 2012

Dr. Maria Hernandez Ferrier
President
Texas A&M University-San Antonio
One University Way
San Antonio, Texas 78224

Dear President Ferrier:

This Association has been advised by Ms. Sissy Bradford, adjunct lecturer in criminology and sociology who has completed her second year of service in the Department of Arts and Sciences at Texas A&M University-San Antonio, of the e-mail message dated May 16, 2012, that she received from Dr. William S. Bush, interim head of the School of Arts and Sciences, stating "that the School of Arts and Sciences will not be able to offer you any classes in the fall semester." We understand that no reasons were stated for this decision. Ms. Bradford reports that, months prior to receiving notice from Dr. Bush, she had been confirmed to teach four courses in the fall 2012 semester, that she had ordered books for those courses, and that students had already enrolled in each of the classes. She thus seems to have had a reasonable expectation of teaching a full load of classes in the fall. She further reports that most, if not all, of those classes are still listed to be taught and have been or will be reassigned to other faculty members. Ms. Bradford alleges that the action taken by the administration resulted from displeasure with her public involvement in a highly charged dispute over crosses that had been installed on a tower located at the entrance to the campus. She states that she has not been offered any hearing on the matter, and that no faculty body that could serve this function for adjunct instructors currently exists at the university.
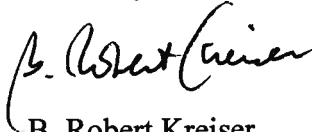
Assuming the essential accuracy of the information we have been provided, we believe that the action taken against Ms. Bradford was effectively a dismissal for cause, without the administration's having demonstrated adequacy of cause before a faculty hearing body. It thus seems to us to be a summary dismissal, fundamentally at odds with academic due process as set forth in the enclosed joint 1940 *Statement of Principles on Academic Freedom and Tenure*, the complementary joint 1958 *Statement on Procedural Standards in Faculty Dismissal Proceedings*, and indeed the policies of the Texas Coordinating Board for higher education and Texas A&M University's own stated policies. We understand that, while classified as an adjunct, and therefore presumably considered part time, Ms. Bradford was not only assigned four courses for fall 2012, but also taught four courses in her three most recent semesters. We therefore consider her to have been, in fact, a full-time faculty member. Even if she were to be viewed as a part-time adjunct, Regulation 13b of our Association's enclosed *Recommended Institutional Regulations on Academic Freedom and Tenure* provides that, "In a case of dismissal before the end of the period of appointment, the administration will set forth cause for the action and the faculty member will have the right to a hearing before a faculty committee."

Moreover, as stated in Regulation 5a of our *Recommended Institutional Regulations*, "Dismissal will not be used to restrain faculty members in their exercise of academic freedom or other rights of American citizens." We are concerned that Ms. Bradford's dismissal may have been in violation of her academic freedom. We accordingly urge that the Texas A&M University-San Antonio administration rescind her dismissal and reinstate her to the teaching that had been assigned to her for the fall semester, with any further action in her case to be consistent with the enclosed principles and standards.

We look forward to your response.

Sincerely,

B. Robert Kreiser
Associate Secretary

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Enclosures

cc: Dr. R. Bowen Loftin, President, Texas A&M University System
    Dr. Brent Marriott Snow, Provost and Vice President of Academic Affairs, TAMUS
    Dr. William S. Bush, Interim Head, School of Arts and Sciences
    Professor Durant H. Frantzen
    Professor Peter Hugill, President, Texas Conference AAUP
    Ms. Sissy Bradford