

12 April 1999

VIA FACSIMILE: 319-589-3682

[REDACTED], Ph.D.
President

[REDACTED]
[REDACTED]
[REDACTED]

Dear President [REDACTED]

I am writing on behalf of the Iowa Conference of the American Association of University Professors to express concern over reports that the [REDACTED] intends to eliminate twenty-three of its thirty-seven academic programs without an appropriate degree of faculty participation in the decision-making process.

The AAUP, as you may know, first developed a set of recommended procedures for program discontinuation in 1957. These procedures, which have since been adopted as policy by many American colleges and universities, are set forth in the AAUP's Recommended Institutional Regulations 4(c) and 4(d). These regulations specify (among other things) that the faculty should be involved in a determination that a state of financial emergency exists, that the faculty should have a primary role in determining what programs will be discontinued and what appointments will be terminated, and that faculty members whose positions are terminated should have the right to an adjudicative hearing of record before a faculty committee.

The purpose of these procedures is to advance academic excellence by protecting academic freedom and tenure. Following a process like the one sketched above ensures that decisions to terminate faculty appointments, especially tenured appointments, are made primarily by the faculty and are based on educational reasons, even when the terminations are necessitated by genuine financial emergency.

A failure to follow these procedures would therefore severely damage the status of academic freedom and tenure at your institution, with unfortunate repercussions for Iowa higher education and academe generally. Consequently, the Iowa Conference of the AAUP will assist in any way possible to help you implement a process for program discontinuation based on Regulation 4(c) or 4(d).

As you may be aware, Professor Edward Kottick visited your campus on April 1 as a representative of the Iowa Conference. He spoke to a group of your faculty about the

[REDACTED] Ph.D.

12 April 1999

Page 2

benefits of membership in the AAUP and had also hoped to meet with you during his visit to extend personally an offer of assistance from the conference. Unfortunately, your schedule did not permit a meeting that day.

The Iowa Conference would be pleased to send Professor Kottick or another conference representative to meet with you at a more convenient time if you so desire. If you would like to confer by phone, please call me at 319-352-8367. If you would prefer to talk to someone at the national office, dial 202-737-5900. I'm sure that any staff member would be happy to assist you.

Sincerely yours,

Warren T. Zemke
President