



*Approved by Committee A on Academic Freedom and Tenure June 3, 2016*

**METROPOLITAN COMMUNITY COLLEGE (MISSOURI)**

The Seventieth Annual Meeting voted to impose censure in 1984, based on an investigating committee's report on actions by the administration and the board of trustees of Metropolitan Community College that resulted in the termination of eight tenured faculty appointments. The actions were attributed to financial exigency and decreased enrollment, but the report found that enrollment had stabilized before the terminations went into effect and that a state of financial exigency neither existed nor was imminent. The investigating committee concluded that the administration had implemented the terminations because it wished to reduce the size and percentage of the regular full-time faculty in favor of engaging part-time teachers and assigning overloads. The committee found that these actions were contrary to generally accepted principles of academic freedom and tenure.

This past year the institution's administration has worked with the Association's staff to address outstanding concerns regarding the removal of censure. The administration has agreed to resolve the single remaining case requiring redress, and the board approved revisions of the institution's regulations on termination of appointments for financial exigency and dismissal for cause which incorporates language drawn from AAUP policy documents. A representative of the Association who visited the college in May found that both the faculty and the administration "were aware of how academic freedom and tenure are essential to the health of an institution of higher education—as essential in the important mission of the community college as in any university."

Committee A recommends to the 102nd Annual Meeting that Metropolitan Community College be removed from the Association's list of censured administrations.