



February 1, 2007

Loyola University Board of Trustees Member:

As you have undoubtedly heard, a Special Committee of the American Association of University Professors (AAUP) has completed its investigation of Loyola and four other New Orleans Universities following administrative actions after Hurricane Katrina. The report was completed for the Association's Committee A on Academic Freedom and Tenure. Unless the current circumstances are radically changed, it seems certain that Committee A will recommend Censure of the Administration of Loyola University New Orleans at the AAUP annual meeting in Washington, D.C. in June 2007. Administrations and governing boards are censured for not observing principles of academic freedom and tenure.

In Loyola's case, the violations by the administration against due process and shared governance are so egregious it is unrealistic to hope that the rank and file academic members of AAUP will refrain from censure because of some misplaced sense of mercy for a university that has been adversely affected by Hurricane Katrina. They know who the real Katrina victims are.

Some have proposed that since the administrations of all five universities committed similar violations, all five will be censured so it won't make any real difference. From the perspective of the AAUP, of all the universities, Loyola had the best policies in place and then the administration most blatantly violated them. Loyola and Holy Cross College, whose violations were not Katrina-related, are first in line for censure. The other universities are second. It is also important to note that the other universities are not as tuition-dependent as Loyola and stand a much better chance of recovering from the effects of censure.

Please understand that there is not a single faculty member at the university who wants this to happen. The ramifications of censure are ominous and do not bode well for the future of the university. Here are some examples:

- The Pathways Plan calls for the establishment of a Chapter of Phi Beta Kappa at Loyola. Even if the requirements for such a chapter are met, this prestigious academic organization refuses to consider for at least ten years a university whose administration has been censured.
- Approximately 200 academic, professional and scientific societies and associations that are signatories of the AAUP's 1940 *Statement on Academic Freedom and Tenure* will join in the censure <http://www.aaup.org/AAUP/pubsres/policydocs/endorsersalpha.htm>. Included on the list are associations that are central to the academic disciplines at Loyola. Measures they could take include banning sanctioned schools from job placement activities at conferences and not allowing faculty at the institution to compete for grants and fellowships. One Loyola faculty member with a current National Science Foundation grant, for example, said that at his most recent progress report the NSF had more questions about the administration at the university than about his science.
- The AAUP publishes a "Scorecard" on censured universities that lists the offenses that led to censure. It is unlikely that high caliber faculty candidates will apply for open positions at Loyola once the reasons for the censure are widely known. Faculty do not need yet another reason not to come to New Orleans.
- In a university like Loyola, where undergraduate students are drawn to a place where they can have a close relationship with excellent faculty, as the caliber of the faculty decreases, the quality and quantity of the students will also decrease.

In the January/February 2007 issue of *Academe*, six universities that got off the censure list in 2006 are featured. <http://www.aaup.org/AAUP/pubsres/academe/2007/JF/Feat/HowWe.htm>. In each case, the administration that got the institution censured in the first place is not the administration that got censure removed. One administrator writes, for example, that it was important to have the censure lifted at his

university in order to assure the faculty “that their work was valued and that the university administration and trustees wanted to correct the situation.” Another university president said it was important to him to get his college out from under the cloud of AAUP censure because establishing a collegial tone “was virtually impossible with the censure as a still lingering – and apparently festering – sore.” Do not let this happen at Loyola.

Make no mistake, the Pathways Plan as it was created, without the consultation of the faculty and in direct violation of the contractually ensured policies of the Faculty Handbook, has done much more harm to the university than good. The AAUP report confirms that. We invite you to talk to members of the community to verify the facts of the report. Members of the Standing Council on Academic Planning (SCAP), the University Planning Team (UPT), the University Budget Committee (UBC), the University Rank and Tenure Committee (URTC) are probably most informed on the process issues. Other members of the community can confirm the low morale among faculty and staff on campus and the negative effects that it is having at Loyola.

We, the Loyola Chapter of the AAUP, ask you, the Trustees of Loyola, to act as your fiduciary responsibility to this institution requires. The only hope for averting this looming catastrophe is for the Board to recognize that wrongs have been committed, and to undertake, with the greatest possible urgency, whatever steps are necessary to demonstrate the institution's firm commitment to righting those wrongs. We ask that you start by contacting the AAUP National Office in Washington, D.C. The best person to talk to is Jordan Kurland, AAUP Associate General Secretary. He can be reached by telephone at (202) 737-5567, ext. 124, or by email at jkurland@aaup.org. We caution that it will not be enough to say “mistakes were made but we’re moving on.” You must be prepared to grant the faculty their contractual rights as guaranteed in the Faculty Handbook and their right to academic due process.

Thank you for your prompt action.

Members of the Loyola Chapter
The American Association of University Professors

cc. AJCU Presidents
Jesuit Corporation Members