

## **Our Lady of Holy Cross College (Louisiana), 2007**

Censure followed a report on the college president's dismissal of a professor who, in his capacity as elected head of the faculty senate, had engaged in an increasingly sharp dispute with the president over the implementation of a revised salary schedule. Informing the professor that he was dismissed, the president told him that he would receive salary and benefits until his annual contract expired but he was to vacate the campus immediately and was not to return. The professor had no opportunity for a hearing on his dismissal and banishment, nor did the president give him any reason for acting as he did. The Association's investigating committee, meeting with the president, pressed him to explain why he took such drastic actions. All he could say, he replied, was that he did so "for the good of the college."

The investigating committee's report concluded that the actions against the professor were taken in total disregard of the procedural requirements set forth in the 1940 *Statement of Principles* and the 1958 *Statement on Procedural Standards in Faculty Dismissal Proceedings*. With respect to the atmosphere for academic freedom at Our lady of Holy Cross College, the investigating committee described it as "fragile to begin with" because all faculty appointments were for a single academic year renewable at the president's discretion with nonrenewal not subject to appeal. The committee concluded that the atmosphere had become "yet more precarious" as a result of the professor's dismissal and banishment.

The Association's staff wrote to the college president early last fall, explaining the considerations involved in achieving removal of an AAUP censure and suggesting a topic for initial discussion. No response was received.