

Connecticut State Conference  
The American Association of University Professors, Inc.



May 20, 2014

Dr. John L. Lahey  
President  
Quinnipiac University  
275 Mount Carmel Avenue  
Hamden, CT 06518

Dear President Lahey,

Members of the faculty at Quinnipiac University have sought the advice and assistance of the CT State Conference of the American Association of University Professors. According to the individuals who have contacted us, and as reported in *inside Higher Education*, sixteen full-time faculty members, some on the tenure-track, were informed on May 8, 2014 that their employment would be terminated effective May 31. According to the account in *IHE*, a spokesperson for the University administration stated that “the University is adding faculty in areas of growth and reducing the number of faculty in areas that have had declining enrollments in recent years. As a result, 12 new faculty members will join the University in the fall, and 16 professors currently on the faculty have been notified that they will not be reappointed next year.”

The Conference’s concern about your administration’s actions stems from our Association’s longstanding commitment to academic freedom and tenure, the basic tenets of which are set forth in the enclosed 1940 *Statement of Principles on Academic Freedom and Tenure*. That document was coauthored by the AAUP and the Association of American Colleges and Universities and has received the endorsement of more than 200 educational and scholarly organizations. Derivative principles and procedural standards are found in the Association’s enclosed *Recommended Institutional Regulations on Academic Freedom and Tenure*. In addition, standards applicable to full-time faculty members, regardless of whether or not they are on the tenure-track, are in the attached *Statement on Procedural Standards in the Renewal or Nonrenewal of Appointments*. These standards have become the norm for academic administrations throughout the United States.

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From the information we have received so far, it is our understanding the faculty were not consulted at all in these layoffs, much less allowed to carry out their responsibilities in addressing the educational considerations underlying these decisions, as articulated in the Quinnipiac University Faculty Handbook as well as in the enclosed *Recommended Institutional Regulations on Academic Freedom and Tenure* 2, 4c, and 4d.

In order that we may accurately assess the situation, we are continuing to gather information and relevant documents for our review. The national office of the AAUP is addressing these complaints as well. In the meantime, it seems appropriate that the administration rescind the notices of termination that have been issued and that any further action taken be in accordance with nationally accepted AAUP standards and procedures.

Sincerely,  
Ira Braus  
President. CT State Conference-AAUP

CC:

Richard Howard, Chairman, Board of Trustees  
Mark Thompson, Executive Vice President and Provost  
Ronald Mason, Vice President for Human Resources  
Stephen Straub, Chairman, Faculty Senate  
William Nordhaus, Sterling Professor of Economics, Yale University  
Greg Scholtz, Director, AAUP Department of Academic Freedom, Tenure & Governance