
SCHOOL OF MEDICINE

Department of Biochemistry
and Molecular Biophysics

March 20, 2006

Mrs. Kathi Kurtzman
7605 Balson Ave.
St. Louis, MO 63130-2150

Dear Mrs. Kurtzman:

The Advisory Committee on Tenure and Academic Freedom met three times to consider the grievance you filed with the Committee. We considered the documents that you provided to us as well as documents provided by Dean Macias' office as well as the Department of Music. We also interviewed

The Advisory Committee is charged with considering grievances which relate only to academic freedom and tenure. As stated in the tenure document, academic freedom can be violated "if it can be shown that unfair procedures have contributed significantly to a substantial professional, personnel, or academic decision adverse to the person complaining." The Committee found no evidence that unfair procedures contributed to the failure of the Music Department to renew your teaching contract. Rather, it appears that the Music Department followed the written procedures that govern individuals in your position and that the requisite notice of termination was provided to you in a timely fashion. It is not within the Committee's purview to question the "substance" of the decision but only to determine whether proper procedures were followed. Thus, the Committee concludes that your academic freedom has not been violated in this instance.

If you have any questions regarding this finding, I would be happy to discuss them with you.

Sincerely,

For the Advisory Committee on
Tenure and Academic Freedom

cc: Edward Macias

Members of the Advisory Committee