

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

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November 27, 1995

Dr. Mark S. Wrighton
Chancellor
Washington University
One Brookings Drive
St. Louis, Missouri 63130-4899

Dear Chancellor Wrighton:

Thank you for your letter of November 21, in reply to mine of November 8, concerning the case of Professor Jeffrey Kurtzman.

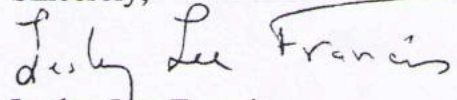
In your letter, you refer to the sanctions against Professor Kurtzman as "forceful responses" to a finding of misconduct, while elsewhere in your letter you refer to them as "sanctions far more modest than termination." Whatever the characterization of the sanctions, we take the position that the sanctions against Professor Kurtzman are severe by any standard and that they warrant demonstration of cause by the Washington University administration through a hearing of record. We do not believe that the higher education community would view the imposition on a professor of a 20% cut in base salary over a period of at least three years (together with the loss of other significant income and status) as anything less than a severe sanction. Whether or not the Washington University administration is *required* to demonstrate cause in an adjudicative proceeding under the university regulations for imposing a severe sanction, we find nothing in the regulations that would preclude the affordance of a hearing of record, and the AAUP has for decades called for demonstration of cause in cases such as this, as provided in Regulation 7(a) of the *Recommended Institutional Regulations on Academic Freedom and Tenure*.

If the Washington University administration seriously contends that the sanctions against Professor Kurtzman are minor, we ask that the question of their severity be submitted to the Senate Council Advisory Committee for its review. Section XII.B.4 of the institutional regulations states that the review should be conducted "before such

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sanctions are implemented," but the large reduction in salary has not as yet been implemented; in any event, such consideration at this time would conform to Regulation 7(b) of the *Recommended Institutional Regulations*.

Sincerely,


Lesley Lee Francis
Associate Secretary

LLF:mcd

cc: Vice Chancellor Macias
Professor Jeffrey Kurtzman
Professor Ed Greenberg, AAUP chapter