



COLLEGE OF EDUCATION

OFFICE OF THE DEAN

*Gottfredson*

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MEMORANDUM

DATE: April 30, 1992

TO: Faculty, Educational Studies

FROM: Frank B. Murray, Dean *F. Murray*

SUBJECT: Meeting About Provost's Memo to the Department

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There will be a meeting on **Monday, May 4, at 11:00 AM in Room 317** about the attached memorandum from the Provost. Byron will conduct the meeting as Jim Raths and I have a prior commitment. The purpose of the meeting is to discuss the procedures the University will implement for Jan Blits's promotion review. I have alerted Byron to the concerns I have heard so he has a general sense of the questions that may come up.

FBM:jph

Attachment

cc: R. Byron Pipes, Provost



## OFFICE OF THE PROVOST

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April 30, 1992

MEMORANDUM

TO: Faculty Members  
Department of Educational Studies

FROM: R. Byron Pipes, Provost

A handwritten signature in black ink, appearing to be "R. Pipes", written over the name in the "FROM:" field.

During the past two years, there has been an ongoing disagreement concerning the research of two members of the faculty of the College of Education, Linda Gottfredson and Jan Blits. Without commenting on the merits of this disagreement, I feel that this matter has led to unnecessary disruption in the careers of both faculty members and has resulted in the pursuit of issues unrelated to the educational mission of the College and University.

We should remind ourselves that the freedom to investigate, to pursue research and to teach in areas of legitimate academic interest is fully recognized as an integral right and obligation of each member of the faculty. This standard is set forth in the 1940 AAUP "Statement on Academic Freedom" contained in the University's "Faculty Handbook." It is the obligation of the University Community to protect such freedom. Furthermore, our continued confidence in the integrity and equity of the promotion and tenure process requires that it be above reproach.

We all agree, I think, that this ongoing disagreement has been regrettable. Among other things, the allegations of wrongdoing on all sides, none resolved to the satisfaction of all parties, cast a shadow that continued to make it difficult to be certain that the University is living up to the high standards we have set for ourselves in the AAUP Statement.

It is my understanding that Associate Professor Blits intends to submit an application for promotion to full professor this spring. I want to insure that his application for promotion is processed consistent with established standards for judging applications for promotion. Because of the unusual nature of this situation, Dean Murray and I have therefore agreed to supplement the process as follows:

1. A faculty member of another department mutually acceptable to the University and Professor Blits will be appointed as a neutral observer of the promotion process. The observer will be afforded the opportunity to be present at all deliberations of the department, college and University P&T Committees as well as of the department itself. The observer will have access to all documents submitted as part of the normal promotion process. The observer will periodically report to me on whether the committees' and department's considerations are consistent with the accepted criteria for determining eligibility for promotion. If I should determine, based on the observer's reports to me, that these criteria are not being applied properly, I reserve the right to take the appropriate actions. The observer, will, of course, maintain all of the deliberations and other confidential material and information in confidence, except as necessary to share with me in the observer's periodic reports.
2. The Report of the Department P&T Committee regarding the promotion application of Professor Gottfredson issued on November 6, 1989, and the memorandum from the Department Chair to the Promotion and Tenure Committee of the College of Education dated January 24, 1990, and the recommendations and conclusions contained therein, will not be considered by or made a part of the promotion deliberations of any committee, department, department head or dean during Professor Blits' promotion process.

I hope that these efforts will be viewed by all as a reaffirmation of the University's commitment to the free, open and collegial pursuit of scholarship.

RBP:n