



# AAUP Asks Review Of 3 ATL Dismissals

The council of MSU's chapter of the American Association of University Professors recommended that the ATL Dept. "re-examine its decisions" to dismiss three instructors in the department, in a statement issued late Monday.

Referring to the dismissals of Robert Fogarty, Ken Lawless, and Gary Groat, the statement resulted from a two-week inquiry conducted by the council of the local AAUP chapter in response to requests from several chapter members.

The recommendation was made, the statement said, because "the council is mindful of the doubts which have arisen as to whether Fogarty, Lawless, and Groat were denied reappointment for purely professional reasons."

The council noted that the ATL Dept.'s

decision not to reappoint the three instructors "was in strict conformity with all the rules and regulations of the AAUP and MSU. The department's action was in full compliance with the letter of the law."

But without doubting the legality of the decision, the council said the dismissal of the three instructors raised broader issues of "sound personnel policies and procedures."

The council added that observing tenure regulations doesn't relieve a university of its obligation to follow personnel policies which respect the dignity of faculty members and also contribute to the best interests of the university.

Specifically, the council suggested the following:

1. After consulting with their advisory committees, department chairmen, should annually review the performance of every faculty member and relay the information to the individual involved.

2. Faculty members not to be reappointed should be notified in writing and enough time for appeals should be allowed within the department and college before the recommendation is forwarded to the dean. The notification should include the basis for the nonreappointment.

3. Reasons for nonreappointment should be considered privileged information--to be made public only at the discretion of the faculty member.

In striving for excellence, the council said, a university "has the right to deny

reappointment to faculty members whose performance is inconsistent with the highest aspirations of the academic community."

But in this context, it noted that a university serves its own best interest by tolerating and encouraging debate and dissent.

In obvious reference to the ATL dismissals, the council emphasized that such "criteria as 'contemptuous disaffiliation,' 'rocking the boat,' and 'negative attitude,' are inappropriate standards for faculty selection and retention."

The statement was issued by Ervin Barnes, associate professor of botany and plant pathology and president of the local AAUP chapter representing the council.