

AAUP, Loyola University Maryland
P.O. Box 28622
Baltimore, MD 21212

20 November 2022

Ed Hanway, Chair of Provost Search Committee
4501 N. Charles Street
Baltimore, MD 21210

Dear Mr. Hanway and Members of the Provost Search Committee:

As you construct a search profile and consider candidates for the position of Provost, the Loyola University Maryland chapter of the American Association of University Professors (AAUP) would like to draw your attention to several issues of potential concern. The AAUP is a nonprofit membership association of faculty and other academic professionals dedicated to the principles of academic freedom and shared governance. As such, the AAUP develops policy guidance and recommendations, emphasizing best practices, meant to enhance these values. We think such guidance is especially important during a search for a chief academic officer.

First, we are pleased that the search thus far has followed AAUP guidance on membership and faculty input. As the AAUP recommends for searches for academic administrators who are “directly dependent upon faculty support...the composition of the search committee should reflect the primacy of faculty interest” (see the separate attached document: “Faculty Participation in the Selection, Evaluation, and Retention of Administrators”). We thank the committee for including several faculty, drawn from all three colleges and selected by the faculty.

Second, we remind the search committee of the importance of transparency and broader faculty input in the search for a Provost. We thank the committee for providing the opportunity for faculty to voice their suggestions and concerns in the three recent listening sessions and through an online survey. In addition, we encourage the Search Committee to follow AAUP guidance and provide “an open phase that allows individual faculty members as well as faculty bodies to review the credentials of finalists, ask questions, and share opinions before a final decision is made” (“Confidentiality and Faculty Representation in Academic Governance,” 2013). As has been the case in the past, therefore, we respectfully request that the search process conclude with the opportunity for the entire faculty to assess the finalists by asking them questions, reviewing their qualifications for the position, and offering comments to the search committee.

We also encourage the search committee to keep the principles of academic freedom and shared governance in mind while evaluating candidates. Though Loyola might seem insulated from recent attacks on the freedom of professors to engage in research and teaching that are occurring elsewhere in the country, we are not. We therefore seek in a Provost someone

committed to academic freedom, which will involve protecting and defending faculty who express their views in public forums, including on social media, who teach controversial subjects, especially around race, gender, and sexuality, and who might disagree with administrative decisions. In addition, we expect Provost candidates to respect Loyola's governance processes and consult and seek faculty approval for decisions affecting academic life.

Finally, at a time of economic challenges and structural change within academia, we seek a Provost who will commit to preserving tenure, increasing tenure-track hiring, while also ensuring the security, path for advancement, and academic freedom of teaching and clinical faculty. The Provost should recognize and respect the importance of tenure while at the same time protecting the rights and academic freedom of teaching and clinical faculty in our shared governance system.

We remain excited about the possibilities for Loyola as we integrate new leadership into our community. We also remain committed to Loyola's Jesuit values as a means to assuring that academic freedom and shared governance remain integral to our campus community.

Thank you for your time and for performing this important service.

Cordially,

The Loyola Chapter of the AAUP

Joseph Ganem, Chair and Professor of Physics
Thomas McCreight, Associate Professor of Classics
Andrew Israel Ross, Associate Professor of History
Ana Gomez-Perez, Associate Professor of Spanish
Victoria Barnett-Woods, Assistant Teaching Professor of English
Sara Scalenghe, Associate Professor of History
Oghenetoja Okoh, Assistant Professor of History
Amy Wolfson, Professor of Psychology
Sarah Vitale, Spanish Core Coordinator
Randall Jones, Associate Professor of Physics
Catriona Hanley, Associate Professor of Philosophy
Sondra Guttman, Assistant Teaching Professor of English