

CORNELL

JOHNSON SCHOOL

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To: William Fry, Dean of the Faculty
Day Hall
Cornell University
Ithaca, NY 14853

Date: June 1, 2009

Re: Annual Report of the Committee on Academic Freedom and Professional Status
of the Faculty (AFPS)

The AFPS was involved in four cases over the academic year ending June 30, 2009.

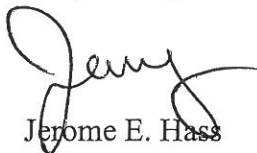
- One case was a matter of public record, in which several faculty members challenged the appropriateness of a guidance letter to the faculty from the University administration regarding the use of university resources in political activities. Working with University administrators and several faculty members, the AFPS was involved in seeking a clarification and resolving the concerns raised.
- Two cases involved individual faculty members who registered complaints with the AFPS regarding various interactions they had with the University. In both cases, the AFPS formed a subcommittee to ascertain the facts. The cases were thoroughly discussed by the AFPS and it was determined that the actions taken by various University personnel were not an abridgement of the faculty member's academic freedom or inappropriate with respect to their professional status. In one of the cases, I am not aware of any subsequent activity. In the other case, my understanding is that the faculty member has received outside counsel and the case is working toward resolution.
- One case involved a concern raised by a faculty member that the threat to withhold eligibility for the Salary Improvement Program if supervisors did not complete certain administrative duties. Dean Fry discussed this issue with the AFPS and the Committee concluded that the directive was within the bounds of propriety. The concerned faculty member responded that he appreciated the Committee's review and concurred with its conclusion.

Regarding the first case, the administration agreed that the University's 1970 Statement of Policy regarding the use of University resources for various political and personal purposes

was outdated and that the administration had undertaken the task of drafting a statement more consistent with the current situation and technology. The Dean may wish to remind Mr. Bruce of this issue and encourage him to finish this task and send it out for review.

Finally, the University Vice President for Human Resources, sought to establish an ad hoc advisory committee to explore various issues associated with emeriti professors. The AFPS helped find appropriate members for that committee (two of which are members of the AFPS). The advisory committee has met and is working to define and help establish appropriate policy and information dissemination procedures.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "Jerome E. Hass".

Jerome E. Hass
Chair