

June 4, 2021

### **BASTYR UNIVERSITY (WASHINGTON)**

The censure imposed by the 2007 annual meeting resulted from the finding of the ad hoc investigating committee that the actions of the Bastyr University administration against three faculty members constituted dismissals without demonstration of adequate cause or affordance of other safeguards of academic due process set forth in the 1940 *Statement of Principles on Academic Freedom and Tenure* and the 1958 *Statement on Procedural Standards in Faculty Dismissal Proceedings*. The investigating committee found further that the dismissals were effected in violation of their academic freedom.

Three years ago, a representative of the Bastyr faculty senate contacted the Association's staff to announce the formation of a new AAUP chapter and to request information about the censure removal process. After reviewing the institutional policies then in force, the staff recommended revisions to bring them into closer conformity with AAUP-recommended standards. The staff urged, as critical to achieving the censure removal, the adoption of policy correcting inadequacies in the dismissal procedures that had led to the imposition of censure. In subsequent correspondence with the administration, the staff again strongly encouraged the adoption of a provision stating that the burden of proof in cases involving termination for cause rests with the administration. The staff also recommended modifications in the nonreappointment and grievance procedures. With the approval of the university's faculty senate and the administration (action by the governing board is not required), the institution adopted these revisions in the spring 2021 .

The three faculty members whose cases prompted the censure accepted the administration's apologies for the actions taken against them. Two of the faculty members received modest payment for costs associated with the dismissals.

An Association representative visited Bastyr University by teleconference, meeting with the president, the provost, and seven faculty members. He subsequently reported strong faculty support for the policy changes and a healthy climate for academic freedom at the university.

Committee A on Academic Freedom and Tenure recommends to the Association's governing Council that Bastyr University be removed from the Association's list of censured administrations.