



March 17, 2016

Via Electronic Mail

Dr. Hans-Joerg Tiede  
Associate Secretary  
Department of Academic Freedom, Tenure, and Governance  
American Association of University Professors  
1133 19<sup>th</sup> Street NW  
Suite 200  
Washington, DC 20036

Dear Dr. Tiede:

This is in response to your letter dated March 7, 2016. As I have stated publicly, I support the Board of Curators' action in terminating Dr. Click's employment based solely on her conduct.

I agree with the normative practice of faculty hearings regarding mid-term dismissal of faculty members, but I do not believe that is the exclusive measure of whether Board's action in this case was consistent with core principles of academic freedom and tenure. This case did not concern Dr. Click's exercise of academic freedom but instead involved conduct that was contrary to expectations for faculty behavior that are shared by the University and your organization. The Board's action in this particular case has not undermined tenure on our campus. As I previously have indicated, while the process used by the Board was not the typical one, I believe the Board treated Dr. Click fairly and with due process after the process that would have engaged a faculty hearing did not address her conduct. These matters are elaborated in more detail in Chair Henrickson's letter and have I have nothing to add to the discussion provided there.

I agree with Chair Henrickson that the essential events do not seem to be in doubt or dispute and that an investigation therefore does not seem necessary. Nonetheless, if your organization's committee chooses to visit our campus on March 22-23, 2016, I will be glad to assist them if I reasonably can do so. The committee may contact my assistant Janet Waibel at (573) 882-0627 to convey any particular requests.

Sincerely,

Hank Foley  
Interim Chancellor

cc: Board of Curators  
Interim President Michael Middleton  
Professor Ben Trachtenberg, Chair, University of Missouri Faculty Council  
Professor Galen Suppes, President, University of Missouri AAUP Chapter  
Professor David Robinson, Chair, Committee A on Academic Freedom and Tenure,  
Missouri AAUP Conference  
Professor Gregory Comer, President, Missouri AAUP Conference  
Professor Melissa Click