

# UNIVERSITY *of* MISSOURI

OFFICE OF THE CHANCELLOR

February 4, 2011

B. Robert Kreiser  
Associate Secretary  
American Association of University Professors  
1133 Nineteenth Street, NW – Suite 200  
Washington, DC 20036-3655

Dear Dr. Kreiser:

Thank you for your letter of January 20, 2011, regarding Dr. Thomas G. Engel, associate professor in our Department of Electrical and Computer Engineering. I am happy to provide you with more insight into the situation and to assure you that Professor Engel is being afforded every right and protection required by the Collected Rules of the University of Missouri or recommended by the AAUP. The facts of this situation are complex, and there are ongoing inquiries into many aspects of this situation.

In my view, it is important to state at the outset that Dr. Engel has not been suspended from service as contemplated under Regulation 7a of the AAUP's Recommended Institutional Regulations on Academic Freedom and Tenure. Instead, he has been relieved of his teaching duties for the Fall 2010 and Spring 2011 semesters. He is fully expected to continue with his research and service duties. His salary has not been interrupted, and he continues to enjoy all the rights and privileges of a tenured faculty member. We believe that this action of removing Dr. Engel from the classroom was completely justified by Dr. Engel's behavior, and it was taken only after the department's full professors recommended it to the department chair. The chair's decision was well within his authority under Section 20.110 of the Collected Rules of the University of Missouri.

It is true that Chair Manring filed a Charge of Faculty Irresponsibility against Professor Engel, but the situation arising out of the dispute regarding leadership of a federally funded research project was only one of several allegations of faculty irresponsibility. It is also true that three female Asian students complained of race and gender discrimination. The facts alleged in that complaint and other behavior on Professor Engel's part led Dr. Manring to relieve him of his teaching duties and eighteen of the department's professors to file new charges of faculty irresponsibility.

Both charges of faculty irresponsibility are currently being processed consistent with Section 310.010.L of the Collected Rules of the University of Missouri. Those rules require a full hearing before a faculty body before any final action is taken. Additionally, if dismissal for

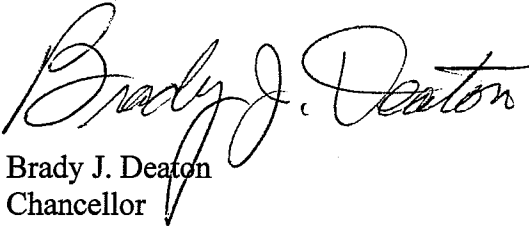


cause is contemplated, Professor Engel will be entitled to an additional full hearing before another faculty body pursuant to Section 310.060 of our Collected Rules.

The University of Missouri is committed to providing the full panoply of rights recommended by the AAUP, and I assure you that Professor Engel is being afforded those rights. At the same time, we are committed to affording all of our faculty and students a fair opportunity to participate in the education process in a safe and productive environment. Professor Engel's temporary suspension from his teaching duties was solely in pursuit of that goal.

We will inform you of the final outcome of this unfortunate situation, and we thank you for your concern.

Sincerely,



Brady J. Deaton  
Chancellor

C: Dr. Brian Foster, Provost  
Dr. Kenneth D. Dean, Deputy Provost  
Dr. Robert Duncan, Vice Chancellor for Research  
Dr. James E. Thompson, Dean, College of Engineering  
Professor Noah D. Manring, Chair, Department of Electrical and Computer Engineering  
Professor Leona Rubin, Chair, Faculty Council  
Professor Stephen Montgomery-Smith, UMC AAUP Chapter  
Professor Keith Hardeman, President AAUP Missouri Conference  
Professor Thomas G. Engel