

## The OU-AAUP Calls for Ohio University Administration to Reverse Firings

May 4, 2020

The OU-AAUP Executive Committee calls for Ohio University to reverse the apparent terminations of two instructional and one tenure-line faculty and [140 unionized](#) custodial staff at Ohio University, which occurred this past week. We also call for a halt to any further terminations, until a process of true shared governance and transparency can be established and implemented. These non-renewal decisions are occurring in the absence of any clear and detailed communication about OU's budget situation and its strategy for dealing with it. Faculty have been excluded from the deliberations among top administrators in blatant disregard for shared governance (a process of collaborative faculty-administration decision-making). Faculty to date have only been allowed to participate in "curricular continuity and safety," according to Faculty Senate president Robin Muhammad's recent Faculty Senate communication. Further, the ostensible decision not to renew the three faculty members in Women's, Gender, and Sexuality Studies and in African American Studies will irremediably weaken or destroy programs that directly support diversity and inclusion, one of Ohio University's [primary institutional commitments](#).

These terminations must be reversed and there must be a halt to any further personnel decisions. As leaders of a publicly accountable institution, answerable to the citizens of Ohio and the public servants of this university, President Nellis and his executive staff have a duty to make transparent the university's plan for addressing Ohio University's financial crisis. As leaders of an institution accountable to a model of shared governance, they have a specific duty to include faculty representatives in an open and public process of reviewing and revising this plan so as to prioritize the preservation of the teaching and research mission above all other considerations. The heart of this university is its academic programs--inseparable from its faculty and the students who come to our campus to take part in a vibrant, student-centered intellectual community supported by committed custodial and clerical staff. Terminating faculty and programs threatens our very foundations. There are other ways to deal with our crisis. Making faculty central to the decision-making process is the first step toward finding those alternatives.