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June 16, 2015

VIA ELECTRONIC MAIL

Dr. James F. Jones, Jr.  
Interim President  
Sweet Briar College  
134 Chapel Road  
Sweet Briar, Virginia 24595

Dear President Jones:

This letter is prompted by yesterday's letter that we received this morning from a large group of Sweet Briar faculty members as a response to your letter to us dated June 11. One important matter of information, news to us, in their June 15 letter strikes us, if accurate, as requiring your urgent remedial action.

You will recall that in our initial communication dating back to March 6 we expressed the hope that faculty members would be "supported in relocation efforts through continuance of severance salary and in providing financial assistance for ongoing research." You responded the next day that you were trying to proceed "with integrity" but that the position of the courts on restricted endowment "will govern what we can do." Following your final commencement, we wrote again on June 5, stating in conclusion that we "urge the administration and the Board to continue, to the extent possible, making payment to those who will be seeking another full-time academic position so that they will have the means to continue their scholarship while searching for the new position rather than having to find a full-time job that is unrelated to the academic profession." Other than a reference to availability [for how long?] of a dean's travel fund, however, your June 11 response was silent with respect to further financial assistance.

What comes to us now with the June 15 faculty letter is news that we did not suspect, that Sweet Briar College's payments to its faculty are to cease, effective as of June 30, two weeks' hence. If so, the college's faculty members are being released with a mere three months of notice. The SBC-adopted 1940 *Statement of Principles* calls for all faculty members dismissed prior to the expiration of their appointment, excepting only cases involving moral turpitude, to "receive their salaries for at least a year from the date of notification." That same minimal year of salary is required in subsequent AAUP documents on layoffs resulting from financial exigency or discontinuance of program. Rather than allow the reported June 30 termination date to stand,

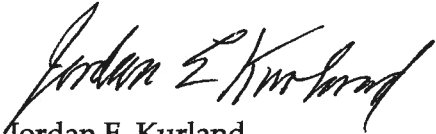
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we urge in strongest terms that, without prejudice to any further arrangements, salaries for all full-time faculty members [with over two years of service] will be paid through March 2016.

Sincerely,



Jordan E. Kurland

Associate General Secretary

Cc: AAUP President Rudy Fichtenbaum  
AAUP Committee A Chair Henry Reichman  
AAUP Committee on Governance Chair Charles Baker  
SBC AAUP Chapter Treasurer and Acting President Deborah Durham  
Virginia AAUP Conference Committee A Chair Kay K. Jordan