

May 23, 2022

VIA ELECTRONIC MAIL

Mr. Ken Iwama  
Chancellor  
Indiana University Northwest  
3400 Broadway  
Gary, Indiana 46408

Dear Chancellor Iwama:

Thank you for your brief letter of May 6, 2022, in reply to our letters of August 30, 2021, April 12, 2022, and May 4, 2022, concerning the case of Professor Mark McPhail (enclosed for your convenience). You write that you find our account of events to be inaccurate and accordingly reject our conclusions. But you decline to provide any clarifying details, citing the pendency of litigation.

As we have pointed out, our information about Professor McPhail's case comes not only from him, but from the documents that he has shared, including a Faculty Board of Review report that confirms that your administration dismissed Professor McPhail without affording him the academic due-process to which he was entitled under AAUP-supported principles and standards as well as under the university's regulations. The Faculty Board of Review report also raises the possibility that Professor McPhail's dismissal was not a response to a direct threat of physical violence but instead a reaction to a general remark Professor McPhail made to a colleague about the history of race relations and racial violence. If such was indeed the case, he was dismissed in violation of his academic freedom. Further contributing to our concerns on this point, Professor McPhail has alleged that the administration's actions against him were in response to his calling attention to and speaking about issues of racial equity at IUN.

Thus, we again strongly urge that you rescind the notice of dismissal issued to Professor McPhail and that any subsequent action be consistent with the AAUP-supported standards we have cited. We also reiterate that as an alternative, your administration may wish to seek a resolution of the case acceptable to him.

Chancellor Iwama

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Unless the next several weeks bring either a satisfactory response to the concerns we have raised or news of a suitable resolution, the gravity of the issues posed in this case will compel our staff to recommend that the AAUP's executive director authorize an independent ad hoc committee to investigate and prepare a written report on Professor McPhail's dismissal.

Sincerely,



Mark Criley

Senior Program Officer

Department of Academic Freedom, Tenure, and Governance

Enclosures by email attachment

Cc: Dr. Pamela Whitten, President, Indiana University  
Dr. Vicki Román-Lagunas, Executive Vice Chancellor of Academic Affairs  
Mr. David Klamen, Dean, School of the Arts  
Professor Mark Baer, President, Faculty Organization  
Professor Eva Mendieta, Chair, Faculty Board of Review  
Professor David Nalbone, President, Indiana Conference of the AAUP  
Professor Mark McPhail