

Concerned Faculty <concernedfacultyoftu@gmail.com>  
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Dear Colleagues,

Following the recent no confidence vote on November 13, President Clancy and Provost Levit have issued calls to come together and find common ground. These messages seem to overlook the fact that this is precisely what happened in the vote: the faculty came together and found common ground in its overwhelming rejection of the university's leadership. Now it is time for the president and provost to bow to that reality and step aside, rather than continuing to impose their leadership on a faculty that does not want it.

Notwithstanding efforts by some of the administration's supporters to suppress the vote, faculty from across the university turned out in droves to make their voices heard. Faculty participation easily exceeded a quorum, and nearly 80% of the ballots stated no confidence in the administration. On its face, this overwhelming rebuke signals a clear failure of leadership.

In response, the president and provost have sent emails emphasizing that they are listening and eager to engage in dialogue. Unfortunately, the time for that dialogue was during the past year, as faculty members repeatedly expressed grave concerns about the True Commitment plan, the secrecy with which that plan was developed, and the administration's abrogation of university rules regarding shared governance. Rather than addressing those concerns, the administration repeatedly dismissed them as the ravings of a handful of malcontents. In one message to the entire university community, President Clancy called on both faculty and staff to "denounce" the administration's critics, labeling criticism of his leadership as an attack on the university itself.

In the wake of the no confidence vote, the president and provost are now expressing a willingness to engage with "dissenting views" and "opposition." But the vote makes it clear that they are the dissenting minority, standing in opposition to the faculty they are charged with leading. This is an untenable situation for our university. The president and provost are responsible not merely for coming up with a plan, but for leading this institution in a way that inspires trust and a willingness to follow. This faculty-wide vote - along with multiple similar votes in the Faculty Senate — make clear that our leaders have failed in this core task. The only way President Clancy and Provost Levit can continue to "lead" this university is by ignoring the fact that the faculty does not support them and by continuing to run roughshod over the faculty's role in setting academic policy at the university.

One thing is certain: the upheaval that has roiled our university will not abate until the True Commitment plan is abandoned and those responsible for this debacle are relieved of their administrative roles. The inability of our current leaders to administer this institution in a way that garners widespread faculty support has inflicted incalculable damage on the university's reputation. It has also robbed the university of thousands of hours of faculty time that could have been devoted to promoting student success, generating knowledge, and serving the university

and the broader community. Given the size of the hole we now find ourselves in, it's imperative that we stop digging — and the sooner the better.

In sum, if the president and provost truly are willing to listen, they would hear the unambiguous message the faculty sent on November 13 through the vote of no confidence: it is time for them to step aside. A true commitment to the good of this institution requires them to continue their efforts to strengthen the university in a different capacity — as fellow instructors of TU's excellent students.

Sincerely,

The Concerned Faculty of TU