

August 18, 2017

Dr. Janine Davidson, President  
Metropolitan State University of Denver  
890 Auraria Parkway  
Denver, CO 80204

Dear President Davidson,

The Colorado Conference of the American Association of University Professors (CC-AAUP) with this letter wishes to express its disagreement with your recent decision to dispute the finding of the designated hearing officer in the case of Dr. Kamran Sahami (JAG Case No. 2017-0454A).

In our previous letter of February 17, 2017 directed to the MSUD Ethics Committee (attached herewith) we noted A) that MSUD's hearing procedure was flawed by AAUP standards, and B) that faculty disputation in matters of shared governance "does not rise to the level warranting sanctions as to do so would severely limit academic freedom and engagement in shared governance." We also noted C) that MSUD's lack of clear guidance with respect to "propriety of conduct" introduces a great deal of subjectivity in evaluating changes of professional misconduct like those levied against Dr. Sahami.

Since we wrote that letter, the Ethics Committee upheld the charges against Dr. Sahami, enabling President Jordan to impose severe and, in our opinion, highly disproportionate sanctions on him. Judge Pelican's decision, which rejects those sanctions and imposes lesser ones aimed at behavioral adjustment and reconciliation, supports our reading of the case.

We note that your appeal to the Board of Trustees attempts to re-litigate the factual basis of the hearing officer's decision. In our opinion, the hearing was and is the appropriate forum for a determination of the facts. Thus, we urge your office to abide by the recommendations of the hearing officer. To do otherwise risks violating both the spirit and purpose of due process procedure as set out in the MSUD' Handbook for Professional Personnel.

Sincerely,



Dr. Stephen Mumme, Co-President  
Colorado Conference of the AAUP  
Professor  
John Stern 2004 Distinguished Professor of Liberal Arts  
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A handwritten signature in black ink that reads "Jonathan Rees". The signature is written in a cursive style with a large initial 'J' and a long, sweeping underline.

Dr. Jonathan Rees, Co-President  
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Attached: AAUP letter of February 17, 2017