

**NYSC/AAUP**  
**New York State Conference**  
**of the**  
**American Association of University Professors**

An Open Letter to The College of Saint Rose Community:

I am writing as President of the New York State Conference of the American Association of University Professors (NYSC/AAUP) to express our collective dismay at both the process and the result of the recent announcement by Carolyn Setefanco, President of the College, of the elimination of more than two dozen academic programs and the termination of 23 faculty positions.

President Stefanco's letter makes it amply clear that the decision was reached without significant involvement of appropriate faculty bodies. Such a procedure is not only in violation of well-established principles of shared governance as outlined in numerous AAUP documents. It is also contrary to the sensible ways that many other similar institutions have dealt with the kinds of financial and enrollment pressures that the Saint Rose administration claims to be addressing. But worst of all, it flies in the face of good sense and intelligent management.

The success of any institution like The College of Saint Rose depends in large part upon the level of confidence and commitment of its faculty and staff. College campuses are not factories where the morale of the employees is irrelevant to the production of widgets. Sadly, the ill-considered and arrogant behavior of the President, Board and administrative team is sure to have the opposite effect of that which it claims to intend: further destabilization of enrollment, lowered commitment by faculty to recruitment and retention, insecurity and a steady drain on the talent bank of every department. It is hard to imagine a better way of undermining the quality of the college than the steps that the administration has taken.

If it weren't so devastating in its impact, one could find some wry irony in the wording of President Stefanco's letter and those that the terminated faculty have received. Her letter begins with the salutation "Dear Colleagues." But there is nothing "collegial" about the way the faculty are being treated nor the way the decisions were made. Furthermore, in her letter and in the termination letters one finds variations on use of the phrase "the College has decided" as though "The College" was the President. It seems that the President is following the lead of another royal personage and believes "L'Ecole C'est Moi."

The AAUP urges the Board of The College of Saint Rose to reconsidered its hasty decision, to rescind the termination letters, to suspend the program cancellations, and to enter into a full and open dialogue with the faculty and all other interested

parties in order to arrive at plans that will advance the College's reputation and stability without threatening its identity and its future.

The AAUP, at both the state and national level, stands ready to assist in repairing the damage that has been done in any way we possibly can.

Sincerely,

David Linton, Ph.D.  
President - NYSC/AAUP