



New Jersey State Conference of the  
American Association of University Professors  
Diane K. Campbell, President  
12 Norton Drive  
Flemington, NJ 08822

May 25, 2021

Dr. Joseph E. Nyre, President  
Seton Hall University  
President's Hall  
400 South Orange Avenue |  
South Orange, NJ 07079

Dear Dr. Nyre,

We are writing to inform you of our deep concern regarding the APSA Program Review process and the University Academic Reorganization Plan proposed by Seton Hall's administration. Our understanding is that during this academic year the University identified and made decisions about several Seton Hall University academic programs using an accelerated review process outside of the Program Review process outlined in the Faculty Guide with criteria and metrics developed solely by an ad hoc committee with minimal faculty input. Additionally, the faculty had no real input in the decisions of the committee, including determining where program cuts were to be made, with the Provost as the sole arbiter as to whether programs met the criteria for continuation. Further, a plan for reorganizing the colleges and schools on the Seton Hall campus was developed by a committee comprised primarily of administrators with three appointed faculty members who were required to keep the proceedings confidential. Now that the plan has been distributed to the faculty for discussion and consideration, contrary to best practices and AAUP policy, the administration has stated that the votes of the affected colleges will be 'non-binding,' in clear violation of the Seton Hall University Faculty Guide, which calls for shared governance, and Section 11.4 of the Faculty Guide, which clearly states: 'Changes in the internal academic organization of a college, including the number of departments/divisions therein, are determined by majority vote of the full-time college faculty holding tenured or probationary appointments, and approved by the dean.'

This brief summary highlights some of the New Jersey State AAUP Conference's major concerns relating to the programmatic and structural changes at Seton Hall University. It is evident that the University's administration is acting in clear violation of several AAUP standards. AAUP has a process by which it investigates violations of shared governance like these. If the current plans are carried into effect, the University will be investigated and will, in all likelihood, be censured by the National AAUP Organization. We are providing the link to the AAUP's report on Financial Exigency, Academic Governance, and Related Matters (<https://www.aaup.org/report/financial-exigency-academic-governance-and-related-matters>) in hopes that you and the Board of Regents will give it your full attention and recommit to the

principles of shared governance as outlined in Seton Hall's Faculty Guide and in Seton Hall's commitment to do so in your Middle States review. If in fact a fiscal crisis exists at Seton Hall, we request that the administration demonstrate that fact to the faculty and then follow the procedures delineated in the indicated document. It is essential for the survival of true shared governance that the Faculty of Seton Hall University are not denied their appropriate role in the decision-making processes.

Sincerely,

A handwritten signature in black ink that reads "Diane K. Campbell". The script is cursive and fluid, with the first name "Diane" and last name "Campbell" clearly legible.

Diane K. Campbell  
President, NJAAUP

cc: Kevin H. Marino, Chair, Board of Regents