



INDIANA UNIVERSITY
BLOOMINGTON CHAPTER
iubaaup@iu.edu

Rahul Shrivastav, Provost
Bryan Hall
Indiana University
Bloomington, Indiana

31 March 2025

Dear Provost Shrivastav,

The Executive Committee of the Bloomington chapter of the American Association of University Professors (IUB-AAUP) has learned that Luddy School of Informatics, Computing, and Engineering Professor Xiaofeng Wang's appointment with tenure has been summarily terminated. Termination of a tenured faculty member is an action that requires the highest level of scrutiny and due process. The required steps for termination are specified in University Policy ACA-52, Section D (appended below). ACA-52 has been adopted by both the UFC and the IU Board of Trustees.

It is our understanding that Professor Wang was not provided the due process specified in ACA-52. His appointment was terminated without the required notice and a hearing before the Faculty Board of Review.

We are aware of news reports indicating that Professor Wang is under investigation by law enforcement. While the outcome of those investigations may ultimately bear on Professor Wang's continued appointment at IU, the mere fact of an investigation or of unadjudicated allegations cannot justify failure to comply with university policies on the part of the administration. It is fundamental that individuals are presumed innocent until proven guilty.

As we are sure you are aware, under current conditions the protection of due process is of utmost importance to protecting academic freedom. Protection of academic freedom and support of shared governance are fundamental to the mission of the AAUP and of our chapter. Neither shared governance nor academic freedom can survive if critical policies developed through shared governance are summarily bypassed by the administration.

Therefore, we ask that you revoke Prof. Wang's immediate termination and provide the notice and hearing required by university policy ACA-52 in order to protect academic freedom and the academic mission of Indiana University. We ask also that you publicly report to the Bloomington Faculty Council at its upcoming meeting that you have taken these actions. Silence fuels suspicion and distrust and makes shared governance harder.

Sincerely,
IUB-AAUP Executive Committee
Alex Tanford (Law), President
Andy Bruno (History)

John Carini (Physics, retired)
Erika Dowell (Libraries)
Bob Eno (EALC, retired)
Diane Henshel (Public and Environmental Affairs)
Israel Herrera (Spanish & Portuguese)
Michael Martin (Media School)
Benjamin Robinson (Germanic Studies)
Sue Tuohy (Folklore and Ethnomusicology, retired)
Carl Weinberg (PACE)

IUB-AAUP

ACA-52, Section D

D. Involuntary Dismissal of Tenured Academic Appointees

1. Involuntary dismissal of tenured academic appointees refers to the termination of employment prior to retirement or resignation. Dismissal is thus to be distinguished from the non-reappointment during the probationary period.
2. On July 27, 1969, the Board of Trustees enacted the following policy: Dismissal shall occur only for reason of (a) incompetence, (b) serious **personal or professional misconduct** or (c) extraordinary **university financial exigency**. No academic appointee shall be dismissed unless reasonable efforts have been made in private conferences between the appointee and the appropriate administrative officers to resolve questions of fitness or of the specified financial exigency. If no resolution is attained, the appointee to be dismissed shall be notified of dismissal in writing by the Provost/Chancellor or the President one year before the date the dismissal is to become effective, except that an appointee found responsible for serious personal misconduct may be dismissed upon shorter notice, but not on less than ten days' notice. Upon receipt of the dismissal notification, an academic appointee must be accorded the opportunity for a hearing. A statement with reasonable particularity of the ground proposed for the dismissal shall be available in accordance with the provisions in the Faculty Constitution. An appointee may be suspended during the pendency of dismissal proceedings only if immediate harm to the appointee or others is threatened by continuance. Any such suspension may be suspended with pay.
3. The hearing required by paragraph 2 shall be held by a campus Faculty Board of Review.
4. In any case in which the position of an academic appointee with tenure has been eliminated due to a university financial exigency, the university will make every reasonable effort to place the appointee in a comparable position elsewhere in the university or at another institution.