

VIA ELECTRONIC MAIL

August 1, 2024

The Honorable Tarlika Nuñez Navarro
Dean
Benjamin L. Crump College of Law
St. Thomas University
Miami, Florida

Dear Dean Navarro:

This Association has been advised by Ms. Lauren Gilbert, a tenured professor in the college of law at St. Thomas University, of your letter dated July 18, 2024, notifying her of her dismissal effective July 19. According to your letter, Professor Gilbert is being dismissed on grounds that she had “repeatedly demonstrated significant poor judgment and unprofessionalism, as well as disregarded University policies”—grounds that she sharply disputes. We understand that the dismissal is pursuant to the university’s Human Resources Policies handbook, which provides that “[s]hould an employee’s performance, work habits, overall attitude, conduct, or demeanor become unsatisfactory in the judgment of St. Thomas University, based on violations either of the above or of any other University policies, rules, or regulations, the employee will be subject to disciplinary action, up to and including immediate dismissal.” Professor Gilbert has not been afforded a hearing in the matter.

Assuming that the information we have been provided is accurate, we are writing to advise you that the administration’s action to dismiss Professor Gilbert without having first demonstrated adequacy of cause in a faculty hearing is fundamentally at odds with basic standards of academic due process as set forth in the enclosed 1940 *Statement of Principles on Academic Freedom and Tenure* and the complementary 1958 *Statement on Procedural Standards in Faculty Dismissal Proceedings*.

We urge that you rescind the notice of dismissal issued to Professor Gilbert, and that any subsequent action be consistent with the above-referenced standards. In the alternative, we urge that the administration seek a mutually satisfactory resolution of this matter.

We look forward to your prompt response.

Sincerely,



Anita Levy, Ph.D.
Senior Program Officer

Enclosures by email attachment

Cc: Professor Lauren Gilbert