Before the Committee on Academic Freedom and Tenure (CAFT)
of the University of Illinois at Urbana-Champaign

Report on the Investigation into the Matter of Steven Salaita

Before:

David O'Brien (Chair)
College of Fine and Applied Arts

Andrew Alleyne
College of Engineering

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Matt Finkin
College of Law

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***Did not participate in the investigation or approval of the report**

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I. Executive Summary

Dr. Steven Salaita's proposed appointment was initiated, reviewed, approved, and processed in accordance with all applicable university procedures from the initiation of the search through his acceptance of an offer of appointment. It was complete except for final Board of Trustees approval. At that point, less than a month before his projected start date, concerns about his professional suitability for appointment arose and he was notified that his appointment would not be forwarded for that approval. Eventually, it was forwarded for Board approval and was rejected. His status at the time was complex: he was more than an applicant and less than an employee. Under these circumstances, we believe the academic freedom and liberty of political speech afforded to members of the faculty by the University *Statutes* should reasonably apply.

The process by which Dr. Salaita's proposed appointment was withdrawn and eventually rejected did not follow existing policies and procedures in several substantial respects, raising questions about the institution's commitment to shared governance. The reasons given — the civility of tweets made by Dr. Salaita in the summer of 2014 — is not consistent with the University's guarantee of freedom of political speech. Statements made by the Chancellor, President, and Trustees asserting that the incivility of a candidate's utterances may constitute sufficient grounds for rejecting his appointment should be renounced. We conclude, however, that the Chancellor has raised legitimate questions about Dr. Salaita's professional fitness that must be addressed.

In light of the irregular circumstances leading up to the Board of Trustees' disapproval of an appointment for Dr. Salaita, the Committee recommends that

Dr. Salaita's candidacy be remanded to the College of Liberal Arts and Sciences for reconsideration by a committee of qualified academic experts.

II. Introduction

According to the Bylaws of the Senate of the University of Illinois at Urbana-Champaign, the Committee on Academic Freedom and Tenure (CAFT):

> may investigate instances of possible infringement of academic freedom and hear cases involving allegations of such infringement, and may make such recommendations to the Chancellor and reports to the Senate as are appropriate. The Committee may investigate allegations of violations of the role of faculty in governance as specified in the University *Statutes* and unit bylaws and report to the Chancellor and the Senate if appropriate changes are not made.

Allegations of such infringement and such violations have been made widely across campus and indeed extramurally in relation to the handling of an offer of appointment to Dr. Steven Salaita.

Article X, Section 2d, of the *Statutes* of the University provides that:

> A staff member who believes that he or she does not enjoy the academic freedom which it is the policy of the University to maintain and encourage shall be entitled to a hearing on written request before the Committee on Academic Freedom and Tenure of the appropriate campus senate. Such hearing shall be conducted in accordance with established rules of procedure. The committee shall make findings of facts and recommendations to the president and, at its discretion, may make an appropriate report to the senate. The several committees may from time to time establish their own rules of procedure.

Two faculty members, Professors Robert Warrior and Vicente Diaz, have filed a formal grievance (Document 1) with the Committee, alleging that the administration's actions in the matter of Steven Salaita violated their academic freedom.

A subcommittee consisting of Andrew Alleyne, Matt Finkin, C. K. Gunsalus, and David O'Brien (Chair) investigated both the allegations and the grievance. Its findings were discussed by the entire CAFT, which has approved this report.

III. Findings of Fact

The key events in the matter of Dr. Steven Salaita are listed in the chronology (Appendix A) and summarized here. Following an open-rank search approved on July 10, 2013, by Ruth Watkins, the Dean of the College of Liberal Arts and Sciences (LAS), a duly constituted search committee recommended candidates. These were reviewed and approved at each required level as documented in the chronology (Appendix A).

Following those steps, Brian Ross, Interim Dean of LAS, wrote to Steven Salaita, then an Associate Professor at Virginia Tech University, on October 3, 2013, offering him an appointment as an Associate Professor with tenure in the Department of American Indian Studies (Document 2). That letter noted that the recommendation for appointment was subject to approval by the Board of Trustees of the University.

By the same date, the then Acting Director of American Indian Studies wrote to Dr. Salaita detailing his nine-month salary, informing him of equipment and computer resources, office space, subvention for moving expenses, course load, and the availability of funds for research (Document 3). On October 7, 2013, Dr. Salaita accepted the appointment in writing (Document 2). Though he was originally invited to take up his appointment in January of 2014, he delayed his start date to August 16, 2014 (Document 2). We understand that he resigned his position at Virginia Tech University at the end of the spring semester of 2014. Inquiries by CAFT with the Office of the Provost at Virginia Tech University revealed that this institution does not normally permit faculty who have accepted permanent positions at other universities to take leaves of absence.[1] The Department of American Indian Studies arranged Dr. Salaita's teaching schedule for

[1] Communication by email from Jack W. Finney, Vice Provost for Faculty Affairs at Virginia Tech University, to David O'Brien on November 6, 2014.

the fall and posted his courses online (Document 4). In the summer the University arranged to pay for his moving expenses and saw to his computing needs (Document 5).

On approximately July 20, 2014, Phyllis Wise, the Chancellor of the University of Illinois at Urbana-Champaign, became aware of controversial tweets Dr. Salaita was posting online.[2] On July 21, the Chancellor began receiving emails protesting the appointment of Dr. Salaita because of his tweets.[3] Many of these emails have been made public as the result of a Freedom of Information Act request, and the fact that some came from donors has been widely reported. The Chancellor has stated that donors in no way influenced her actions with regard to Dr. Salaita. This investigation found no evidence that they did.

On July 21, 2014, in response to a question from the press, Robin Kaler, the campus's spokesperson and Associate Chancellor for Public Affairs, stated that, "Professor Salaita will begin his employment with the university on Aug. 16, 2014. He will be an associate professor and will teach American Indian Studies courses. [...] Faculty have a wide range of scholarly and political views, and we recognize the freedom of speech rights of all of our employees" (Document 6).

On July 24, the Chancellor and the Board of Trustees discussed Dr. Salaita's tweets in executive session. The Chancellor has told the investigating committee that she believed that, based on the offer letter (Document 2) sent to Dr. Salaita, it was the Board's decision to approve or disapprove his appointment. It was her understanding that, at the meeting, she and the Trustees had arrived jointly at the conclusions that the

[2] All parties who provided evidence for this report were asked to read this section and agree to its contents. Counsel for the Trustees has read this section and has asked that a group of tweets by Dr. Salaita be placed in the report. They are included in Appendix C.

[3] Counsel for the Trustees has asked that a group of these emails be placed in the report. They are included as Document 10.

Board would not support Dr. Salaita's appointment and that therefore she should not forward the appointment to them.

As part of our investigation, we invited the Trustees to comment on the Board's role in this matter and in particular on the meeting of July 24. Only one Trustee, James Montgomery, responded, and he referred us to the public comments he had already made.[4] In published comments Trustee Chris Kennedy has stated that at this meeting the Board had not arrived at a position regarding Salaita's appointment: "We [the Board] weren't saying if you recommend him we were not going to approve. We were never close to that."[5]

On August 1, the Chancellor and Christophe Pierre, Vice President for Academic Affairs, wrote to Dr. Salaita informing him that his appointment would "not be recommended for submission to the Board of Trustees in September, and we believe that an affirmative Board vote confirming your appointment is unlikely" (Document 7).

On August 22, the Chancellor published an essay entitled "The Principles on Which We Stand" on the "Chancellor's Blog" on the University website (Document 8). The essay discussed "the university's decision not to recommend further action by the Board of Trustees concerning [Dr. Salaita's] potential appointment to the faculty of the University of Illinois at Urbana-Champaign." The communication asserted, *inter alia*, that

> What we cannot and will not tolerate at the University of Illinois are personal and disrespectful words or actions that demean and abuse either viewpoints themselves or those who express them. We have a particular duty to our students to ensure that they live in a community of scholarship

[4] Public comments made by the Chancellor, the President, and Trustees Montgomery and Fitzgerald are available here: http://www.trustees.uillinois.edu/trustees/audio/20140911/20140911_14-roll-call-vote.mp3 (accessed 12/10/2014).
[5] Quoted from Julie Wurth, "Kennedy: We Did the Right Thing," *News-Gazette*, September 19, 2014.

> that challenges their assumptions about the world but that also respects their rights as individuals.
>
> As chancellor, it is my responsibility to ensure that all perspectives are welcome and that our discourse, regardless of subject matter or viewpoint, allows new concepts and differing points of view to be discussed in and outside the classroom in a scholarly, civil and productive manner.

On the same date, the Board of Trustees, President Robert Easter, and numerous university officials issued a mass mail (Document 9) supporting "the university's decision" not to forward Dr. Salaita's appointment to the Board and stating that the university "must constantly reinforce our expectation of a university community that values civility as much as scholarship." It continued,

> Disrespectful and demeaning speech that promotes malice is not an acceptable form of civil argument if we wish to ensure that students, faculty and staff are comfortable in a place of scholarship and education. If we educate a generation of students to believe otherwise, we will have jeopardized the very system that so many have made such great sacrifices to defend. There can be no place for that in our democracy, and therefore, there will be no place for it in our university.

Around September 4, the Chancellor reversed course and forwarded Dr. Salaita's appointment to the Board of Trustees with the recommendation that they not approve it. On September 11, the Board of Trustees voted 8-1 to reject the appointment of Dr. Salaita.

The investigative subcommittee interviewed the Chancellor on November 14. She confirmed that she had not consulted with the Provost, the Dean of LAS, or other faculty representatives about her decisions not to forward Dr. Salaita's offer of appointment to the Board of Trustees and to notify him in advance of this decision. She indicated that her initial understanding of the process was that it was her prerogative not to forward Dr. Salaita's appointment to the Board of Trustees, and she only later discovered this understanding to be incorrect. She expressed much regret that she had

not consulted more widely with the faculty and administration, and attributed her neglect of shared governance to the rapidity with which decisions had to be made.

In explaining the decisions first not to forward the appointment and then to forward it with a negative recommendation, the Chancellor characterized Dr. Salaita's tweets as "harassing, intimidating, [...] hate speech," and as "inflammatory". The decision was motivated in part, she said, by a desire to protect students. She noted that courses at the university can address particularly sensitive issues and felt "that the faculty teaching those courses have to be open to all students." She emphasized that her and the Board's actions were not based on the political content of the tweets — that is, Dr. Salaita's positions regarding Israel, Zionism, the war in Gaza, or any other topic. Her intention was not to restrict the discussion of controversial topics; rather, it was to create an atmosphere at the university that was "welcoming" and "safe" for students and where controversial topics could be discussed in a safe and respectful learning environment.

With regard to her essay "The Principles on Which We Stand," the Chancellor expressed surprise that it had generated controversy and rejected the notion that it could constitute a "policy".

When asked by the committee to distinguish between professional and extramural speech, the Chancellor stated that in this matter she saw no clear distinction. She elaborated, "The manner in which you speak reflects on how welcoming you would be as a faculty member." In her view, if Dr. Salaita communicated to students in the same manner as in his tweets, "he would be intimidating." She expressed her conviction that in a small community such as Champaign-Urbana, there was little distinction between

“faculty members, community members, and bloggers,” noting that in her own life she sees no distinction among these roles.

IV. The Determination of the University's Obligations

At the threshold, CAFT must determine what the university's obligations to Dr. Salaita are. Dr. Salaita was neither an applicant nor an employee. Were the Trustees to have approved his appointment, the *Statutes*' affordance of academic freedom and political free speech would plainly apply to him; he would also be due observance of the procedures set out for the imposition of any sanction for his speech. Were he to be an applicant, neither of these would apply: anywhere along the line of collegial and administrative assessment for an offer of appointment, a negative evaluation on the basis of the quality of his scholarship, his disciplinary direction, even of personal traits relevant to his dealing with students or staff could be taken into account and his candidacy passed over.

One approach to the determination of the university's obligations could be by strict application of the letter of offer: he was told that trustee approval was required; it was not granted; therefore he was not appointed. Whatever obligations the administration or trustees owed to the academic body whose recommendation was first accepted and then rejected, no further obligation was owed to Dr. Salaita.

The committee finds this approach to be incomplete. It does not fully acknowledge the expectations mutually engendered by the university's course of dealing.

This committee is not a court, constituted by civil authority to decide questions of law. The committee is constituted by the university's *Statutes* to decide the university's responsibilities as an institution of higher learning. In this, we are guided by the norms and expectations of the academic community in which the university is situated.[6] A

[6] In fact, it is not at all clear that the law would draw as categorical a distinction as the courts have often had recourse to academic norms for guidance in construing university rules. A leading case explains why

useful source is the 1940 *Statement of Principles on Academic Freedom and Tenure*. The 1940 *Statement*, jointly formulated by the American Association of University Professors (AAUP) and the Association of American Colleges (AAC), was referenced in Dr. Salaita's offer of appointment and a copy was provided him at the time. When we turn to the academic experience reflected in it we see that the issue posed in the sequence of events before us is not novel.

Between 1958 and 1971, there were several cases investigated and reported on where a firm offer of appointment (and, in one case, the issuance of a formal letter of "intent to grant tenure" under the institution's rather unusual rules) had been withdrawn before trustee or regental approval, rejected by the board after a firm offer had been made, or been rescinded by the board after approval.[7] In all of these, the individual had become a subject of public controversy that erupted after the offer had been made, which facts or events were not known or could not have been known to the appointing authority beforehand; for example, as being a person with alleged communist sympathies; for invoking the Fifth Amendment before the House Committee on Un-American Activities; for engaging in public protest of the Vietnam War.

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an express disclaimer of binding effect stated in a university rule should not be given legal effect. Greene v. Howard University, 412 F.2d 1128, 1135 (D.C. Cir. 1969) *followed in* Brown v. George Washington Univ., 801 A.2d. 382 (D.C. 2002). Other courts have also drawn upon the norms and usages of the academic profession, found in AAUP policies and reports, to give content to institutional policies and rules. *E.g.* Browzin v. Catholic Univ., 527 F.2d 843 (D.C. Cir. 1975); Krofkoff v. Goucher College, 585 F.2d 675 (4th Cir. 1978); Drans v. Providence College, 383 A.2d 1033 (R.I. 1978); McConnell v. Howard Univ., 818 F.2d 58 (D.C. Cir. 1987); Saxe v. Bd. of Trustees of Metropolitan State College of Denver, 179 P.3d 67 (Colo. App. 2007).

[7] *Academic Freedom and Tenure: The George Washington University*, 48 AAUP Bull. 240 (1962); *Academic Freedom and Tenure: The University of South Florida*, 50 AAUP Bull. 44 (1964); *Academic Freedom and Tenure: University of Hawaii*, 55 AAUP Bull. 29 (1969); *Academic Freedom and Tenure: Columbia College (Missouri)*, 57 AAUP Bull. 513 (1971). See also *Academic Freedom and Tenure: Trenton State College*, 54 AAUP Bull. 42 (1968) (state Commissioner of Education, whose approval for reappointment of faculty was legally required, declined to approve); *Academic Freedom and Tenure: Northern State College (South Dakota)*, 54 AAUP Bull. 306 (1968) (rejecting the argument that as the Board had not approved the appointment, its refusal to approve two weeks into the academic year was a refusal to enter into a contract, not a dismissal.)

The question in all of these cases was whether, despite board action (or inaction), the status of the person was such that he should come under the protections afforded by the 1940 *Statement* and relevant institutional policies. The resolution turned on the weighing of considerations additional to any express reservation that the appointment was subject to board approval. Examples of these include: (1) the definiteness of terms of the offer; (2) whether the offer was in accord with established procedures by which academic appointments were normally tendered and accepted; (3) the length of time between the offer and the withdrawal or rejection; (4) whether specific arrangements had been made by the institution or with the institution's knowledge for the person to move to the institution; (5) whether teaching assignments were agreed to and courses assigned or posted; (6) whether the institution had authorized an announcement of the person's appointment or otherwise indicated publicly that the appointment had been made; (7) whether it was a general understanding by the institution's faculty that an offer of employment would be honored. Overarching these factors, and, perhaps, giving direction to them, is a consideration adverted to in 1958: that offers made by high administrative officers, a president or a dean, are customarily regarded as binding and that any enervation of that reliability would throw "the process by which colleges and universities engage new faculty members…into complete chaos" to the detriment of both institutions and faculty members.[8]

Let us examine each of these factors in turn with reference to the matter of Dr. Salaita:

(1) the definiteness of terms of the offer;

[8] *Livingstone College*, 44 AAUP Bull. 188 (1958)

By letter of October 3, 2013, from the Interim Dean of the College of Liberal Arts and Sciences, Dr. Salaita received an offer of a tenured appointment with a starting date of August 16, 2014. The offer was made "subject to approval" by the Board of Trustees; it required written acceptance, preferably by October 14, stated Dr. Salaita's salary, and incorporated the 1940 *Statement* (Document 2) By the same date, the Acting Director of American Indian Studies wrote to Dr. Salaita greeting him enthusiastically, detailing his nine-month salary, informing him of equipment and computer resources, office space, subvention for moving expenses, course load, and the availability of funds for research (Document 3). Dr. Salaita signed his acceptance on October 9 (Document 2).

(2) whether the offer was in accord with established procedures by which academic appointments were normally tendered and accepted;

The letter was the conclusion of an authorized search process conducted in accordance with university policy. Dr. Salaita's selection was approved by every faculty body and administrative officer with jurisdiction for it.

(3) the length of time between the offer and the withdrawal or rejection;

On September 11, 2014, a month after the date upon which his teaching was to commence and eleven months after he tendered his signed acceptance, the Board of Trustees voted not to approve it.

(4) whether specific arrangements had been made by the institution or with the institution's knowledge for the person to move to the institution;

Subsequent correspondence confirmed the institution's accommodation to his computer needs and arrangements for moving expenses, including a recommended mover (Document 5).

(5) whether teaching assignments were agreed to and courses assigned or posted;

His courses were assigned and posted (Document 4).

(6) whether the institution had authorized an announcement of the person's appointment or otherwise indicated publicly that the appointment had been made;

His appointment was announced. As late as July 21, 2014, in response to a question from the press, the campus's spokesperson informed the press, that, "Professor Salaita will begin his employment with the university on Aug. 16, 2014. He will be an associate professor and will teach courses in American Indian Studies courses" (Document 6).

(7) whether it was a general understanding by the institution's faculty that an offer of employment would be honored.

As best this committee has been able to determine, the Board has never rejected an appointment that had been generated and reviewed through formal academic channels, and thus administrators and the faculty generally expect that offers of employment for tenured and tenure-track positions will be honored, notwithstanding the standard language included in all letters that they are subject to the Board's approval.

If the offer was truly conditional on serious Board consideration or experience suggested approval might not be forthcoming, a prudent administration might have advised the candidate to proceed in two ways upon receipt of the offer. First, the candidate could have been advised to take an unpaid leave of absence from his current employer in order to await approval. However, upon inquiry, the Provost's Office of Dr. Salaita's prior institution informed the committee that a leave for that purpose would not have been granted. Alternatively, the faculty member could have been advised to

resign from his home institution only upon notice that approval had been granted. However, there are ethical norms that obligate a faculty member to give timely notice of resignation, customarily no later than May 1, in order to allow the home institution adequate time to find a replacement or adjust to the faculty member's departure. Were the university to have advised that course of action, it would have placed the appointee on the horns of an ethical dilemma. In the event, no such advice was given, likely because none of those involved in the appointment process seriously considered that Board approval might be withheld, it never having happened in memory.

These circumstances offer compelling reasons to grant Dr. Salaita the academic freedom and liberty of political speech normally afforded to a member of the faculty. Given Dr. Salaita's in-between status (more than an applicant and less than an employee) and issues of governance discussed in the next section, one possible course of action suggests itself. When concerns arose about his suitability for appointment, he could have been notified of the reasons for the concerns and provided an opportunity to respond in writing. The concerns and his response should have been referred to an appropriate group of academic experts. Their recommendation could then have been forwarded through the normal appointment reporting procedures before final action.

V. Issues of Governance

The *Statement on Government of Colleges and Universities*, formulated in 1966 by the American Council on Education, the Association of Governing Boards of Universities and Colleges, and the American Association of University Professors, acknowledges that

> The variety and complexity of the tasks performed by institutions of higher education produce an inescapable interdependence among governing board, administration, faculty, students, and others. The relationship calls for adequate communication among these components, and full opportunity for appropriate joint planning and effort.

Communication is required at universities partly because authority for decision-making is delegated from the Board through the President and Chancellor to the Provost and from there to academic units. The *Statement* assigns primary responsibility to the faculty in matters of faculty status, including the granting of tenure:

> scholars in a particular field or activity have the chief competence for judging the work of their colleagues; in such competence it is implicit that responsibility exists for both adverse and favorable judgments. Likewise, there is the more general competence of experienced faculty personnel committees having a broader charge. Determinations in these matters should first be by faculty action through established procedures, reviewed by the chief academic officers with the concurrence of the board. The governing board and president should, on questions of faculty status, as in other matters where the faculty has primary responsibility, concur with the faculty judgment except in rare instances and for compelling reasons which should be stated in detail.

In the case of Dr. Salaita, the most complete account of the Board's reasons are stated in Document 9, which itself refers to Document 8. They will be addressed in a subsequent section.

At the University of Illinois, the understandings addressed in the *Statement* are institutionalized through a range of policies and governance documents. The university's primary governance document, the *Statutes*, provides in Article IX, Section 3a, that "All appointments, reappointments, and promotions of the academic staff, as defined in Article IX, Section 4a, shall be made by the Board of Trustees on the recommendation of the chancellor/vice president concerned and the president." This recognizes that the delegation of authority passes from the Board to administrative officers, who in turn delegate those to the faculty as described in Article III, Section 3d, which assigns to the departments comprising relevant faculty the responsibility to initiate academic (faculty) appointments: "Recommendations to positions on the academic staff shall ordinarily originate with the department, or in the case of a group not organized as a department with the person(s) in charge of the work concerned." This is consistent with the concept that academic appointments should be formulated by those most knowledgeable in the subject area.

Procedures at the University of Illinois at Urbana-Champaign for approving tenured faculty appointments are memorialized in the Provost's Communications. Communication #3, Section 1, outlines the specific delegations made for the appointment of faculty with tenure:

> All academic appointments are authorized by the Board of Trustees (BOT) upon the recommendation of the President; thus a recommendation for such an appointment must be forwarded to the Provost through the appropriate reporting chains, whether it concerns a permanent or visiting faculty position, an academic professional position (regular or visiting), or a postdoctoral appointment for a fixed term. The President has delegated administrative authority over academic appointments on this campus to the Chancellor, who has in turn delegated it to the Provost and Vice Chancellor for Academic Affairs.

Section 2.C.2 of the same Communication specifies the review process in place at the campus level for the appointment of faculty with tenure: "The Provost solicits comments from the Chancellor, the Vice Chancellor for Research, Dean of the Graduate College, and the Chair of the Campus Committee on Promotion and Tenure. When the consultations are complete, the Provost acts on the case and notifies the unit."

Provost's Communication #2 establishes policies and procedures for offering academic positions. Section I describes the approvals necessary for an offer of appointment to be made:

> recommendations to the academic staff shall ordinarily originate with the department. [...] They are then presented to the dean of the college for transmission with the dean's recommendation to the provost, who acts as the chancellor's designee. When a recommendation for appointment has been approved through the appropriate channels (see Communication No. 3), a letter of invitation may be written by the dean/director.

Section II of the same Communication describes the process after a candidate accepts an offer of appointment: copies of the candidate's acceptance of the letter of invitation and a vita "must be forwarded to the Office of Academic Human Resources (AHR) so that office can develop the required Board of Trustees agenda item and biographical sketch, and provide a copy to the Board of Trustees." Thus, offers of appointment that have been approved by the Provost's Office and accepted by the candidate pass, according to the Provost's Communication #2, directly to AHR, a unit that reports to the Provost, which in turn submits them to the Board of Trustees. This is because the President and Chancellor have delegated their authority to the Provost.

Article III, Section 3d, of the *Statutes* contains language outlining the distribution of responsibilities after a recommendation is formulated. It:

> shall be presented to the dean for transmission with the dean's recommendation to the chancellor/vice president. In case a recommendation from a college is not approved by the chancellor/vice president, the dean may present the recommendation to the president, and, if not approved by the president, the dean with the consent of the Board of Trustees may present the recommendation in person before the Board of Trustees in session.

This asserts that the President formally recommends to the Board of Trustees appointments that have been vetted and passed from the faculty through the officers of the college and campus. In those cases where the Chancellor does not approve an appointment, provision is made for the Dean of the college to present the recommendation to the President, or directly to the Board of Trustees in the event that the President does not approve it. Currently, however, these provisions are moot, because the President and Chancellor have delegated their authority to the Provost.

In the case of Dr. Salaita, the department assembled a tenure dossier, which was approved at the department, college, and campus levels by all appropriate faculty and officers. A letter of invitation was sent by the Acting Dean of LAS, in accordance with the Provost's Communications. Dr. Salaita's acceptance of the invitation and his vita were forwarded to the Office of Academic Human Resources, which normally would have placed it on the Board of Trustees' agenda.

Chancellor Wise's intervention, which may well have been planned jointly with the President and the Trustees and was certainly done with their knowledge, violated both existing procedures and understood practices of shared governance when she did not consult with any of the directly-concerned officers or units in the chain of those recommending the appointment before she acted to notify Dr. Salaita, on August 1, 2014, that she would not submit his appointment to the Board of Trustees. Further, without

revoking the specific delegation of powers in faculty appointment matters to the Provost, she took action without notice or consultation of the Provost.

Chancellor Wise later submitted the appointment to the Board of Trustees in conformity with this requirement on September 11, 2014, accompanied by her recommendation that they not appoint Dr. Salaita.

The Chancellor's, the President's, and the Trustees' disregard for the principles of shared governance and the very specific policies and procedures of the university and the campus is a serious matter. It violates the foundational arrangements designed to assure excellence as well as the trust necessary for a complex web of interdependent relationships to function well and with integrity.

VI. The Bases of Decision

We understand that the decision to disapprove Dr. Salaita's appointment was grounded in the series of tweets he disseminated prior to and in the midst of the war in Gaza during the summer of 2014, well after his dossier had been compiled and reviewed. These caused the Chancellor to review his dossier afresh and to reconsider his status in light of her own negative reaction and that of members of the Board of Trustees.

The Chancellor informed CAFT that her conclusion was not based on the substance of these messages – criticism of Israel, of the U.S., of American Jews and others insofar as they supported Israeli action, and the like – but on the manner of the criticism, the language in which it was couched. The Chancellor deemed it "hate speech," characterized variously as "inflammatory", "harassing", or "intimidating". The Chancellor stressed that in no way was she walling off controversial subjects from public discussion. It is rather that, in her view, the university has an obligation to provide an atmosphere "welcoming" to students, where critical and controversial discussions can take place in an environment allowing multiple viewpoints to be exchanged.
Dr. Salaita's tweets gave concern that his classroom environment would not be a "safe" or welcome one, that students would be placed in a position inimical to learning.

The Chancellor maintained that faculty have obligations in their manner of utterance irrespective of the medium of communication they use. She expressed her conviction that in a small community such as Champaign-Urbana, there is little distinction between "faculty members, community members, and bloggers," noting that in her own life she sees no distinction between and among these roles. Importantly, the

Chancellor declined to draw a bright-line distinction between professional and political speech as the latter, she believed, could and, in this case, did color the former.

We take the University's *Statutes* and the understandings of the academic community with respect to academic freedom and public political utterance to provide the standards against which these stated concerns should be measured. Both draw a distinction between speech in one's professional capacity and speech as a citizen on matters of political, economic, or ethical concern to the larger community. In other words, they are more categorical than the Chancellor was willing to recognize. But, as we will explain, this is not to assert that an impermeable wall separates one from the other. There are circumstances where political speech can legitimately trigger inquiry into professional fitness, the question, however, being one of professional fitness, *not* political acceptability. Because drawing these lines is difficult and subject to the emotion of the minute, great care must be exercised when both are present.

It is helpful to understand the origins of the ideas in the *Statutes* and AAUP policies regarding political speech. Prior to 1965, the University's *Statutes*, while affording protection for a faculty member's speech as a citizen without "institutional censorship or discipline," attached to it special obligations in its exercise: to be "accurate," "forthright," and to display "dignity". The 1940 *Statement* contained a parallel provision. Whether these set out standards subject to institutional sanction or admonitions free of possible sanction was tested when the University of Illinois dismissed Professor Leo Koch in 1960 for a letter published in the *Daily Illini*. In it, Professor Koch criticized the sexual mores of the time, which he deemed regnant on campus – "the hypocritical and downright inhumane moral standards engendered by a

Christian code of ethics," the "brainwashing by our religious and civil authorities." In their stead, Professor Koch endorsed safe, consensual, pre-marital sex by university students.

The letter outraged alumni and parents. It resulted, first, in summary action by the President and, later, in hearings before CAFT and the Board of Trustees. Eventually, the Board held that even as Professor Koch had a right to express "views contrary to commonly accepted beliefs and standards," the "tone, language, and content" of the letter "constituted a grave breach of his academic and professional responsibility and duty to the University of Illinois, the students attending the University, and the citizens of the state of Illinois."[9] The Board drew a distinction between the subject of his address, which was within the bounds of public debate, and the manner in which he expressed himself. The latter, the Board held, was irresponsible; Koch was dismissed.

The AAUP's *ad hoc* committee of investigation addressed that ground of action. "There is no requirement," the committee opined,

> that the citizen speak with restraint, dignity, respect for the opinion of others, or even accuracy. To impose any such official limitation would effectively cut off any real discussion of controversial issues of either fact or opinion. This is a cardinal principle of freedom of expression.[10]

Echoing John Stuart Mill, the committee saw much evil to flow from the "exceedingly vague" standard of "irresponsibility" applied to sanction "intemperate discussion" employing "invective, sarcasm, personality, and the like." "We fail to see," the committee opined, "why the university need stand censor over the language and tone of its faculty members." It read the *Statutes* of the University of Illinois and the 1940 *Statement* in that light.

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[9] *Academic Freedom and Tenure: The University of Illinois*, 49 AAUP Bull. 25, 31 (1963).
[10] *Id* at 36.

Following the AAUP's imposition of censure on the University, the *Statutes* were amended in 1965. Those amendments persist to this day and represent the current language of the *Statutes*. They added a qualification to the treatment of a faculty member's speech as a citizen: "If, in the president's judgment, a faculty member […] fails to heed the admonitions" of responsible utterance set out in the *Statutes*, "the president may publicly disassociate" the university from those expressions and express "disapproval of such objectionable expressions." That is the prescribed limit of institutional power over political speech.

Turning to national norms, in 1964, in the wake of the Koch case, the AAUP issued a *Statement on Extramural Utterances*, which was appended six years later in a joint Interpretive Comment to the 1940 *Statement.* This was included in the copy of the 1940 *Statement* sent to Dr. Salaita to accompany the offer of appointment. It provides in pertinent part:

> The controlling principle is that a faculty member's expression of opinion as a citizen cannot constitute grounds for dismissal unless it clearly demonstrates the faculty member's unfitness for his or her position. Extramural utterances rarely bear upon the faculty member's fitness for the position.

VII. Dr. Salaita's Speech

Dr. Salaita's tweets unquestionably express strong sentiments and beliefs about controversial political ideas and events, particularly those related to Zionism, the State of Israel, and its treatment of Palestinians. For some, the tweets are offensive, hateful, and bigoted; for others they express desperate resistance in the face of unbearable oppression; and for yet others it is both. Let it be said, however, that the Chancellor's own shocked reaction was shared by many, and it should not surprise. Regardless of the tweets' tone and content, they are political speech — part of the robust free play of ideas in the political realm that the *Statutes* insulate from institutional sanction, even in the case of ideas we may detest.

The Chancellor has emphasized that it was not the political content of Dr. Salaita's tweets, but their emotive content that caused her concern. The Chancellor, President, and Trustees have argued that Dr. Salaita's tweets reveal him to lack sufficient civility for an appointment at the University of Illinois. In Appendix B we demonstrate the perils of this line of reasoning and its unsuitability as a standard of conduct.

However, the Chancellor also suggested that Dr. Salaita's tweets raise a question of his professional fitness, which in universities is judged primarily through teaching and scholarship. The Chancellor addressed herself mainly to the first aspect, questioning whether Dr. Salaita's presence on campus would create a "welcome" or "safe" learning environment.

The question raises difficult issues. While universities surely benefit from being welcoming and safe places, they must also be open to the expression of a broad spectrum of ideas and invite students to confront and debate controversial topics. Suffice it to say,

there is no evidence that Dr. Salaita has functioned improperly as a teacher. As part of his application for employment at the University of Illinois, he submitted his teaching evaluations from Virginia Tech University, which indicate that he was well received as a teacher; there were no allegations of misuse of the classroom. Whether the current controversy that surrounds Dr. Salaita, or which might arise in the future, could affect his success as a teacher is pure speculation.

The second aspect of professional fitness — scholarship — raises questions of a different nature, pertaining to the distinction between liberty of political speech and academic freedom. Political advocacy can be and often is robust, wide open, uninhibited, unconstrained by any concern for accuracy and driven only by the speaker's single-minded desire to advance a cause. The University *Statutes* and the AAUP's Interpretive Comment to the 1940 *Statement* give free reign to speech of that kind, subject only to such constraints as the law might impose. Academic freedom, on the other hand, attaches to speech as teacher and researcher – that is, to professional speech. Unlike political speech, professional speech is held to professional standards of care.[11] As the seminal 1915 *Declaration of Principles on Academic Freedom and Tenure* put it, the liberty of the scholar to set forth "conclusions, be they what they may" is "conditioned by their being conclusions gained by a scholar's methods and held in a scholar's spirit." Distortion or mischaracterization of facts, willful neglect of relevant evidence, assertions grounded in little or nothing more than the zealous advancement of a cause fall afoul of a professional standard of care.

[11] The distinction is critical to defining — and defending — academic freedom. See generally, Matthew Finkin and Robert Post, *For the Common Good: Principles of American Academic Freedom* (New Haven, 2009).

We have noted earlier that the line between the political and the professional can blur. When a professor of philosophy posts a political argument via social media, when a professor of English posts a book review on an electronic forum, is this speech held to a professional standard of care? The question is of the capacity in which the person speaks, which, to complicate the matter further, may actually be a dual one. Whence the 1940 *Statement*'s coupling of a robust freedom for political speech with an allowance for inquiry into professional fitness instigated by its exercise: that the speaker's political utterances may be so devoid of fact, so obdurate in refusing to acknowledge evidence to the contrary, so single-minded in pursuit of the speaker's personal agenda as to give rise to a legitimate question of whether his treatment of issues within the orbit of his professional writ is similarly characterized. Such an inquiry is not a sanction for political outspokenness. It is a necessary exercise of collegial responsibility.

In the case of Dr. Salaita, this inquiry is complicated because of how he has positioned his understanding of his professional speech. He has stated that his address to the subject of his appointment, Indigenous Studies, is informed by certain critical ethical tenets, one of which is, for example, a "proactive analysis of and opposition to neoliberalism, imperialism, neocolonialism, and other socially and economically unjust policies, which not only affect Indigenous peoples most perniciously, but rely on Indigenous dispossession to fulfill their ambitions."[12] This tenet — almost indistinguishable from a political purpose — is taken by Dr. Salaita to be an intrinsic part of his work. Nonetheless, Dr. Salaita's conception of his professional mission does not absolve him of meeting the academy's standards of professional care.

[12] Steven Salaita, "The Ethics of Intercultural Approaches to Indigenous Studies: Conjoining Natives and Palestinians in Context," *The International Journal of Critical Indigenous Studies* 1:1 (2008): 2. Dr. Salaita submitted this article as part of the materials accompanying his application.

As we have seen, the *Statement on Government* allows that Trustees may legitimately question the granting of tenure "in rare instances and for compelling reasons which should be stated in detail." Further, the 1940 *Statement* allows that political speech, though rarely in itself evidencing professional unfitness, can give rise to legitimate questions — for example, whether Dr. Salaita's passionate political commitments have blinded him to critical distinctions, caused lapses in analytical rigor, or led to distortions of facts. These are questions that have arisen in the present controversy.

The Chancellor, in providing the Committee with her judgment of the Trustees' reasons for rejecting the appointment of Dr. Salaita, conflated political speech with professional speech. The former, we have concluded, is beyond the University's remit to regulate. But the latter raises legitimate questions. The *Statement on Government* and the *Statutes* assert that faculty status and related matters are primarily a faculty responsibility, yet no university policy provides guidance for soliciting the expertise of the faculty in the present case. We recommend that the matter be remanded to the College of Liberal Arts and Sciences for reconsideration by a body of qualified academic experts. Dr. Salaita should be provided the opportunity to respond to any proposed findings of professional unfitness before the body concludes its proceedings.

Dr. Salaita's scholarship has already been reviewed rigorously, according to all normal and appropriate procedures, so we allow only that his reviewers may not have attended to questions that have arisen from the present controversy. There is a danger that our opinion in this matter might appear to allow the Trustees to ask for a review of the professional fitness of any candidate who makes remarks that they deem unpopular or

offensive. Our opinion derives from circumstances that are extraordinary and unlikely to be replicated.

VIII. Conclusions

In the matter of the complaint of Professors Robert Warrior and Vicente Diaz, we find no violation of their academic freedom nor of those who had recommended Dr. Salaita for appointment. They were not penalized for having made the recommendation. The academic freedom of those recommending an appointment is not abridged by the Board of Trustees' rejection of it, which is allowed under university policies and national norms of institutional governance. However, as the forgoing makes clear, neither was observed.

Accordingly, we turn to the complained-of ground for that rejection, Dr. Salaita's series of tweets. The 1970 Interpretive Comment to the 1940 *Statement* provides that extramural utterances – political speech – "rarely bear upon a faculty member's fitness for office." The Chancellor elided the distinction between the two. They should be disaggregated. We do not believe that Dr. Salaita's political speech renders him unfit for office. Further, we find that civility does not constitute a legitimate criterion for rejecting his appointment, and we recommend that statements made by the Chancellor, President, and Trustees asserting civility as a standard of conduct be withdrawn.

We do believe, however, that the Chancellor has raised a legitimate question of whether his professional fitness adheres to professional standards. In light of these allegations, we recommend that Dr. Salaita's candidacy be remanded to the College of Liberal Arts and Sciences for reconsideration by a body of qualified academic experts. Dr. Salaita should be provided the opportunity to respond to any proposed findings of professional unfitness before the body concludes its proceedings.

We further recommend that the university take responsibility for the financial consequences to Dr. Salaita of its irregular adherence to its own policies and procedures.

XI. Appendices

Appendix A

Chronology

May 23, 2012	Professor Robert Warrior, Director, American Indian Studies, submits hiring request.
July 10, 2012	Ruth Watkins, Dean of LAS, approves the search.
February 3-5, 2013	Dr. Steven Salaita visits campus as part of his application for the position.
April 29, 2013	Professor Warrior requests external letters for tenure review of Steven Salaita.
September 6, 2013	Professor Warrior submits departmental P&T review of Dr. Salaita.
September 23, 2013	Professor Charles Gammie, Chair of Campus P&T Committee, approves tenure.
September 25, 2013	Associate Chancellor Reginald Allston (in note forwarded by Andrea Fain) approves tenure. Deba Dutta, Dean of Graduate College, approves tenure.
September 26, 2013	Chancellor Wise approves tenure.
September 27, 2013	Provost approves tenured appointment. Document indicates that the Department and College approved tenure.
October 3, 2013	Brian Ross, Interim Dean of LAS, sends offer letter sent to Dr. Salaita.
October 3, 2013	Professor Jodi Byrd, Acting Director of American Indian Studies, writes to Dr. Salaita with supplementary details about offer.
October 7, 2013	Dr. Salaita accepts offer and postpones start date to August 16, 2014.
July 21, 2014	Chancellor Wise begins receiving emails protesting appointment of Dr. Salaita. They increase greatly in number over the course of the next ten days.
c. July 21, 2014	Chancellor's Office begins forwarding such emails to the Board of Trustees.
July 21, 2014	Robin Kaler, Associate Chancellor for Public Affairs, informs Christine des Garennes of the *News-Gazette* that "Faculty have a wide range of scholarly and political views, and we recognize the freedom of speech rights of all of our employees."
July 21, 2014	President Easter tells Chancellor Wise they should discuss the Salaita matter and attaches an email protesting the appointment of Dr. Salaita.
July 21, 2014	Robin Kaler informs Provost of controversy.
July 22, 2014	Chancellor answers an inquiry from Provost and informs him that there are several emails protesting the hire of Dr. Salaita.

July 23, 2014	Phyllis Mischo, Assistant to the Chancellor, asks Paula Hays, Administrative Assistant to the Dean of LAS, if Dr. Salaita has accepted the position and informs Chancellor Wise that he has.
July 24, 2014	Meeting of the Board of Trustees at which the appointment of Dr. Salaita is discussed in executive session.
August 1, 2014	Date of the letter from Christophe Pierre, Vice President for Academic Affairs, and Phyllis Wise informing Dr. Salaita his appointment will not be submitted to the Board of Trustees.
August 16, 2014	Date at which Dr. Salaita had been scheduled to start his employment at University of Illinois.
August 22, 2014	Chancellor publishes "The Principles on Which We Stand." Supporting statement issued same day via mass mail by President, Trustees, and other administrators.
September 4, 2014	Chancellor forwards Dr. Salaita's appointment to the Board.
September 5, 2014	Professor Robert Warrior and Vicente Diaz file grievance with CAFT.
September 11, 2014	Trustees reject appointment for Dr. Salaita.

Appendix B

Civility as a Speech Standard

In the wake of the uproar over the rejection of Dr. Salaita's appointment, the Chancellor issued a statement, "The Principles on Which We Stand" (Document 8), soon to be echoed by a statement from the Trustees, the President and other university officials (Document 9). The Chancellor declared disrespectful words, words that demean the viewpoints of others or of the persons who express them, to be intolerable. All points of view must be discussed, even outside the classroom, in a "scholarly, civil, and productive manner." The Trustees went further: disrespectful speech that promotes malice "is not an acceptable form of civil argument": it has "no place […] in our democracy."

However well intentioned, this is all quite mistaken. The United States Supreme Court has made clear that the nation's commitment is "to the principle that debate on public issues should be uninhibited, robust, and wide-open, and that it may well include vehement, caustic, and sometimes unpleasantly sharp attacks"[13] that may be false (albeit not knowingly so), vehement, or offensive. As Oliver Wendell Holmes, Jr., famously put it, with respect to the utterance even of allegedly seditious speech in a time of war,

> we should be eternally vigilant against attempts to check the expression of opinions that we loathe and believe to be fraught with death, unless they so imminently threaten immediate interference with the lawful and pressing purposes of the law that an immediate check is required to save the country.[14]

[13] *N.Y. Times Co*. v. *Sullivan*, 376 U.S. 254, 271 (1964). The Court relied on Justice Brandeis' famous dissent in *Whitney* v. *California,* 274 U.S. 357, 375-76 (1927), in which he opined, "the fitting remedy for evil counsels is in good ones". "Those who won our independence," Brandeis wrote, believed "in the power of reason as applied through public discussion, they eschewed silence coerced by law – the argument of force in its worst form."

[14] *Abrams* v. *United States*, 250 U.S. 616, 630 (1919) (Holmes, J. dissenting).

Nor can we separate the use of highly charged emotive language from the content of the message. As the Supreme Court put it, disallowing punishment because of the offensiveness of the expletive the speaker deployed — in that case, an expletive Dr. Salaita's tweets are much given to:

> We cannot sanction the view that the Constitution, while solicitous of the cognitive content of individual speech, has little or no regard for that emotive function which practically speaking, may often be the more important element of the overall message sought to be communicated.[15]

Further, and as the *ad hoc* committee of investigation in the Koch case pointed out, "civility" and all its cognates — responsible, respectful, temperate — or its antonyms — disrespectful, demeaning, intemperate — provide no objective standard of measure. Speakers are at their peril depending on where their listeners would draw the line. The natural consequence of such ambiguity is for the speaker to steer clear of the zone of uncertainty. The resulting self-censorship does not elevate debate; it stifles it. For this reason, among others, every university speech code that has been adopted to forbid "intolerable" or "demeaning" utterance has been held to be unconstitutional.[16]

In sum, although the Chancellor, the President, and the Trustees are quite correct in drawing attention to the university as an educational community, what follows from it is quite the opposite of what they would have the university do. The consequences of the vagueness of the prohibition have specific historical purchase here. Civility has served to ostracize individuals or entire social groups on the grounds that they are savage, barbarous, primitive, infantile, ill bred, or uncouth. This is surely not the intent of the

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[15] *Cohen* v. *California*, 403 U.S. 15, 26 (1971).

[16] Doe v. University of Michigan, 721 F.Supp.2d 852 (E.D. Mich. 1989); UWM Post, Inc. v. Board of Regents of the University of Wisconsin System, 774 F.Supp.2d 1163 (E.D. Wis. 1991); Blair v. Shippensburg University, 280 F.Supp.2d 357 (M.D. Pa. 2003); College Republicans at San Francisco State Univ. v. Reed, 523 F.Supp.2d 1005 (N.D. Cal 2007).

Chancellor or the Board, and yet, the criterion was used, for example, to silence African Americans in Greensboro, North Carolina, in the years around 1960 by asserting, paradoxically, that their peaceful protests demanding civil rights violated standards of civility.[17]

More than twenty years ago, the American Association of University Professors issued *On Freedom of Expression and Campus Speech Codes*, in the wake of efforts on numerous campuses to promulgate rules the terms of which are echoed in the Chancellor's and Trustees' messages. The AAUP's *Statement* captures the tenor of the debate and the reasons why "civility," surely desirable in many contexts, cannot be deployed as a standard of speech. The *Statement* is well worth reading in its entirety, for it appreciates that "conflicts spawned by slurs and insults create an environment inimical to learning."[18] It argues, however, that an institution of higher education fails in its mission if it asserts the power to proscribe ideas, and uncivil speech, howsoever repugnant at times, expresses ideas. CAFT appreciates that the value of emotive, hate-laden speech is of a rather low order. Yet, as the AAUP *Statement* observed, a university

> sets a perilous course if it seeks to differentiate between high-value and low-value speech, or to choose which groups are to be protected by curbing the speech of others. A speech code unavoidably implies an institutional competence to distinguish permissible expression of hateful thought from what is proscribed as thoughtless hate.

Inevitably, the university will be drawn to decide which groups are worthy of solicitude and which are not, what words are unacceptably offensive and what are within the margin

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[17] See William H. Chafe, *Civilities and Civil Rights* (New York and Oxford, 1980), 8-10, 137-41, 353-55. For more examples of the use of civility to silence protest and promote white supremacy during the civil rights movement, see Joseph Crespino, "Civilities and Civil Rights in Mississippi," in *Manners and Southern History: Essays*, ed. Ted Ownby (Jackson, MS, 2007), 114-136.

[18] The statement is available in its entirety at http://www.aaup.org/report/freedom-expression-and-campus-speech-codes.

of acceptability. "Distinctions of this type" the AAUP *Statement* observes, "are neither practicable nor principled; their very fragility underscores why institutions devoted to freedom of thought and expression ought not adopt an institutionalized coercion of silence."

We believe that the Chancellor, the President, and the Trustees acted sincerely out of a commitment to inclusiveness, yet in this instance holding civility up as a standard of conduct conflicts with academic freedom and causes some to feel excluded from the university community. The AAUP *Statement* addresses this dilemma directly and provides a list of measures as alternatives to banning types of speech. It concludes:

> To some persons who support speech codes, measures like these — relying as they do on suasion rather than sanctions — may seem inadequate. But freedom of expression requires toleration of "ideas we hate," as Justice Holmes put it. The underlying principle does not change because the demand is to silence a hateful speaker, or because it comes from within the academy. Free speech is not simply an aspect of the educational enterprise to be weighed against other desirable ends. It is the very precondition of the academic enterprise itself.

In her conversation with the committee the Chancellor disagreed with the notion that her or the Trustees' pronouncements should or even could be taken to constitute a speech code. However, both pronouncements contain strong language. In text and tone they are more than avuncular urgings for the observance of good manners. Both are de facto justifications of the decision to halt an employment process and suggest a standard to be observed in the future. CAFT recommends that they be withdrawn.

Appendix C

Selection of Dr. Salaita's Tweets Provided by Counsel to the Trustees

Parties who provided evidence for the investigation are entitled to read its "Findings of Fact" (Section III) and ask for changes. The Counsel for the Trustees has asked that the following be included in the report:

Prior to Chancellor Wise meetings with the Board of Trustees, all of the following were widely discussed publicly:

> You may be too refined to say it, but I'm not: I wish all the f**king West Bank settlers would go missing. [Note: this statement was in reference to a report that three Israeli teens had been kidnapped and were presumed murdered.] (June 19)
>
> Let's cut to the chase:
> If you're defending #Israel right now you're an awful human being. (July 8)
>
> By eagerly conflating Jewishness and Israel, Zionists are partly responsible when people say antisemitic sh*t in response to Israeli terror. (July 10)
>
> Zionist uplift in America: every little Jewish boy and girl can grow up to be the leader of a murderous colonial regime. (July 14)
>
> The @IDFSpokesperson is a lying motherf**ker. (July 15)
>
> Do you have to visit your physician for prolonged erections when you see pictures of dead children in #Gaza? (July 16)
>
> "If it weren't for Hamas, Israel wouldn't have to bomb children." Look, motherf**cker, if it weren't for Israel there'd be no #GazaStrip." (July 18)
>
> If #Israel affirms life, then why do so many Zionists celebrate the slaughter of children? What's that? Oh, I see JEWISH life. (July 18)
>
> Zionists, take responsibility: if your dream of an ethnocratic Israel is worth the murder of children, just f**king own it. (July 19)

> At this point, if Netanyahu appeared on TV with a necklace made from the teeth of Palestinian children, would anybody be surprised? (July 19)
>
> I repeat, if you're defending #Israel right now, then 'hopelessly brainwashed' is your best prognosis. (July 19)
>
> Zionists: transforming 'antisemitism' from something horrible into something honorable since 1948. (July 19)
>
> F**k you, #Israel. And while I'm at it, f**k you, too, PA, Sisi, Arab monarchs, Obama, UK, EU, Canada, US Senate, corporate media, and ISIS. (July 20)
>
> Ever wonder what it would look like if the KKK had F-16s and access to a surplus population of ethnic minorities? See #Israel and #Gaza. (July 20)
>
> When I am frustrated, I remember that, despite the cigarettes and fatty food, I have a decent chance of outliving #Israel. (July 21)

After Chancellor Wise met with the Board on July 24, but prior to her letter to Dr. Salaita of August 2, Dr. Salaita also posted the following:

> We can argue into eternity, but in the end this is what matters most: the people in #Gaza are there because they're not Jewish. (July 26)
>
> If you haven't recently been called a terror-loving anti-Semite, then I'm sorry to say your critique of #Israel is totally weak." (July 29)
>
> It's silly when white American kids pretend to be Middle Eastern. It's unconscionable when they go play solider in the Middle East. (July 31)
>
> #Israel's message to #Obama and #Kerry: we'll kill as many Palestinians as we want, when we want.
>
> p.s. fuck you, pay me. (August 1)

X. Documents

Document 1

UNIVERSITY OF ILLINOIS
AT URBANA–CHAMPAIGN

American Indian Studies Program

1204 West Nevada Street, MC -138
Urbana, IL 61801-3818

September 5, 2014

To: David O'Brien, Chair, Senate Committee on Academic Freedom and Tenure

From: Robert Warrior, Director, American Indian Studies, Professor of American Indian Studies, English, and History
Vicente Diaz, Associate Professor of American Indian Studies, Anthropology, and Asian American Studies

Re: Grievance

We hereby request that the Committee on Academic Freedom and Tenure of the Academic Senate hear my grievance against Chancellor Phyllis Wise under the University of Illinois Statutes, Article X, Section 2d:

> A staff member who believes that he or she does not enjoy the academic freedom which it is the policy of the University to maintain and encourage shall be entitled to a hearing on written request before the Committee on Academic Freedom and Tenure of the appropriate campus senate.

We believe that Chancellor Wise (and perhaps others whom a hearing might identify) has infringed on our academic freedom as members of an academic unit through her unilateral decision to inform Professor Steven Salaita, who had accepted a job offer in the American Indian Studies Program in October, 2013, that she was not going to forward his appointment to the Board of Trustees for approval at their September meeting, effectively stopping the appointment.

The details of the chancellor's dismissal of this appointment have been addressed by the American Association of University Professors in a letter dated August 29, 2014 (attached). Along with important issues of Professor Salaita's academic freedom that the AAUP letter addresses, we wish to raise concomitant issues of our

T: 217-265-9870 • *F:* 217-265-9880
www.ais.illinois.edu

role as faculty members in the appointment process. Professor Diaz served as a co-chair of the search committee. Professor Warrior was the Director of the academic unit that conducted the search, and he made the initial recommendation to the College of Liberal Arts and Sciences that resulted in the offer letter of October 3, 2013.

As the AAUP has made clear, faculty have primary responsibility in matters related to appointments, tenure, dismissals, and similar areas of academic concern. On matters like these, the power of review of the chancellor or the board of trustees should be "exercised adversely only in exceptional circumstances" (*Statement on Government of Colleges and Universities*) (attached).

In this way, shared governance and academic freedom are inextricably linked, no more so clearly than in the matter of protecting free expression. As another AAUP document, *On the Relationship of Faculty Governance to Academic Freedom*, says, "It is the faculty—not trustees or administrators—who have the experience needed for assessing whether an instance of faculty speech constitutes a breach of a central principle of academic morality, and who have the expertise to form judgments of faculty competence or incompetence. As AAUP case reports have shown, to the extent that decisions on such matters are not in the hands of the faculty, there is a potential for, and at times the actuality of, administrative imposition of penalties on improper grounds" (143, see attached). The case we bring seems an abundantly clear one of just what the AAUP document warns against. Thus, we feel that our rights as faculty members to academic freedom and professional autonomy are inextricably linked and have been violated.

Finally, we are concerned that the chancellor's action represents a clear violation of the University of Illinois Statues. Whether this should come before your committee or another, we want to place before you the following section of those statutes:

> Recommendations to positions on the academic staff shall ordinarily originate with the department, or in the case of a group not organized as a department with the person(s) in charge of the work concerned and shall be

presented to the dean for transmission with the dean's recommendation to the chancellor/vice president.

In case a recommendation from a college is not approved by the chancellor/vice president, the dean may present the recommendation to the president, and, if not approved by the president, the dean with the consent of the Board of Trustees may present the recommendation in person before the Board of Trustees in session.
(Article III, Section 3)

Professor Warrior has now made a formal request of the Dean of the College of LAS that the president send the appointment of Professor Salaita to the Board of Trustees, and, if he does not do so, to consider presenting it in person. She has indicated that doing say may be unnecessary given the way events are unfolding in the case of this appointment. Nonetheless, lack of attention to the details of the statutes in this case give us further reason for concern, and even more reason to request a hearing.

We look forward to your response.

[attachments by electronic mail]

Document 2

UNIVERSITY OF ILLINOIS
AT URBANA-CHAMPAIGN

Office of the Dean

College of Liberal Arts and Sciences
2090 Lincoln Hall
702 South Wright Street
Urbana, IL 61801-3631

Revised October 03, 2013

CONFIDENTIAL

Professor Steven Salaita
via email salaita@vt.edu

Dear Professor Salaita:

August 16
55

Upon the recommendation of Professor Jodi Byrd, Acting Director of the American Indian Studies, I am pleased to offer you a faculty position in that department at the rank of Associate Professor at an academic year (nine-month) salary of $85,000 paid over twelve months, effective ~~January 01~~, 2014. This appointment will carry indefinite tenure. This recommendation for appointment is subject to approval by the Board of Trustees of the University of Illinois.

Professor Jodi Byrd will be writing separately to you about your opportunities here, about research support, and about your responsibilities, including teaching assignments.

At the University of Illinois, like at most universities in this country, we subscribe to the principles of academic freedom and tenure laid down by the American Association of University Professors (AAUP). The Statement on Academic Freedom and Tenure of the American Association of University Professors has been since 1940 the foundation document in this country covering the freedoms and obligations of tenure. The AAUP Statement on Professional Ethics is a document of similarly broad application to those in academia. I am enclosing copies of these documents for your information, and commend them to your attention.

We would appreciate learning of your decision by 10/14/2013. I have included an enclosure describing some of the general terms of employment at the University. If you choose to accept our invitation, we would appreciate your returning a photocopy of this letter with the form at the bottom completed and signed. When you arrive on campus, you will be asked to present proof of your citizenship and eligibility to work (see the I-9 form). If you are not a U.S. citizen, this offer will be contingent upon your being able to secure the appropriate

visa status. Should you accept our offer, our Office of International Faculty and Staff Affairs is available to assist you with this process.

Please let me express my sincere enthusiasm about your joining us. The University of Illinois at Urbana-Champaign offers a wonderfully supportive community, and it has always taken a high interest in its newcomers. I feel sure that your career can flourish here, and I hope earnestly that you will accept our invitation.

Sincerely,

Brian H. Ross
Interim Dean

Enclosures
c: Jodi Byrd

I accept the above offer of October 03, 2013:

Name: Steven Salaita
Current e-mail address: salaita@vt.edu
Birthdate: [redacted]
United States Citizen: X Yes _____ No

Signature: _____ Date: 10/9/13

Document 3

UNIVERSITY OF ILLINOIS
AT URBANA–CHAMPAIGN

American Indian Studies Program
1204 West Nevada Street, MC -138
Urbana, IL 61801-3818

October 3, 2013

Steven Salaita
Department of English, Virginia Tech
323 Shanks Hall (0112)
Blackburg, VA 24061
[redacted]

Dear Steve:

I'm thrilled to send you this letter to supplement the offer letter you received from Interim Dean Brian Ross last week. This letter outlines some of the additional details of the offer and addresses some specifics about the position in American Indian Studies (AIS).

Interim Dean Ross and the College of Liberal Arts and Science have worked with me to assemble what we hope is a strong and attractive offer. All the core and affiliate faculty in American Indian Studies are truly enthusiastic about your hire, and are looking forward to working with you as soon as you get to campus. We hope this offer demonstrates our real commitment to expanding indigenous studies beyond the North American context, and that it expresses our hope that you will join us as a faculty colleague here at Illinois.

As Interim Dean Ross explained in his letter, you will be appointed at 100% in AIS, at the Associate Professor level with tenure, and with a nine-month annual salary of $85,000. As you will notice, this is increased from the offer letter you initially received, and it is my understanding that the dean's office will send a new offer letter with this updated salary information. If you have not yet received it, you will soon. The university provides annual merit-based raises as an opportunity to increase salary. Resources, such as office equipment, supplies, mailing, telecommunications, and such will be provided by AIS, and ATLAS will provide a computer for your use. Additionally, you will have office space with other AIS faculty. We will, further, offer up to $5000 in moving expenses. At the appropriate time, I will provide more information on contacting movers who contract with the university to offer deeply reduced rates on moving costs.

Your teaching load will be two courses each semester (2/2) with an obligation of four per year. Given that your appointment is 100% in AIS, we will work carefully with you to minimize the number of new courses that you will have to prepare in a given semester as you develop your teaching portfolio at Illinois. In addition, AIS will help balance your service commitments in the unit. We also recognize that you are a scholar in the height of your productivity and that you are working on your next book. To help facilitate your research, we can offer you a two-course release sometime within your first six semesters on campus.

telephone 217-265-9870 • *fax* 217-265-9880
email ais@illinois.edu • *url* http://ais.illinois.edu

We are also pleased to be able to offer you a startup and discretionary fund package of $10,000 to get you started in your appointment here. The funds will be available in your first semester on campus and may be used for any academic purpose that best supports your work (travel, research assistance, buying books or films, etc.). The funds can be carried forward across fiscal years so that the timing of expenditures may be used to their best advantage for your maximum benefit. Additional research and travel funds may be applied for and secured through application to the university's Research Board which offers funds up to $30,000 to help initiate, bolster, and sustain the research goals of faculty. You can find more information about the available programs and deadlines here: http://crb.research.illinois.edu.

Further, as we have discussed by phone, Illinois has a tremendous number of funds that support faculty research and provide additional course releases (e.g., the Center for Advanced Study, the Humanities Release Time program, the Illinois Program for Research in the Humanities, and the Illinois Mellon fellowships in the humanities program). These funds are open to all faculty to apply for and AIS encourages you to seek out such opportunities to support your work. Our campus also supports faculty research via numerous campus- and college-level programs that routinely benefit AIS faculty even if they are not housed within the department. Thus, you will have some travel support through the campus-level Scholars Travel Fund, which provides tenured faculty members with funding toward one conference per year. Additionally, in recent years, all faculty in the humanities and arts fields—including AIS—have received $1,000 per year in discretionary research funding through the campus's Humanities/Arts Scholarship Support Program (HASS). This will increase to $1,500 this year, and you would be in line to receive research funding from this program as of the 2014-15 academic year. These programs are not housed in our department, and so we do not control them, but I have every confidence that you and other AIS faculty members will continue to benefit from them for the foreseeable future.

Finally, I have begun looking to find a position for your partner through the Dual Career Academic Couples (DCAC) program on campus. This program provides some campus funding to help facilitate partner hiring. While this program does not allow us simply to create new positions on campus, it does serve to incentivize hiring partners where there is a good fit. This can take some time, however, so let me state here that I formally commit to working diligently to find Diana a career path at Illinois that will meet her needs.

I hope you will find this offer attractive. The faculty in the unit are very excited about the possibility of you joining us. American Indian Studies is deeply invested in building a world-class faculty engaged in the global reach of indigenous studies, and we feel you will be integral to achieving that vision. All of us agree that you will make a wonderful addition to our faculty, and we look forward to welcoming you as a colleague and community member of our campus.

Yours sincerely,

Jodi A. Byrd
Acting Director, American Indian Studies

Document 4

Course Planning 2014-15

	Fall	Spring
Byrd FAC - T @ 330	**Conrad release** AIS ENGL	AIS 459 TTH 11-12:15 ENGL 253 Literature and New Media TTH 2-3:15 **(confirm)**
Davis	AIS 102 – **New Course (?)** TTH 11-12:15 AIS 461 – **New Course (?)** TTH 2-3:15	AIS 101 TTH 11-12:15 **Schedule 2nd course**
DeLisle Fac W 9-11	AIS 503 TTH 12:30-1:45 GWS 201 Race, Gender, Power TTH 9:30-10:50	AIS 101 TTH 9:30-10:45 AIS 285 TTH 12:30-1:45
Diaz FAC – Thurs @ 3	AIS 101 MW 9:30-10:50 Anth 185 MW 1-220 <u>Scheduled Tina on same day; and neither between 2 and 3 (confirm)</u>	AIS 101 MW 1-2:20 AIS 275 (Sex on the Beach) MW 11-11:50 T 1-3:20 (lab)
Gilbert	476/LLS 475: Hist American West TR 11:00-12:20 AIS 481 – **New Course (?)** TTH 1230-145 AIS 140 TTH 2-315 (Discovery)	AIS 140 TTH 11-12:15 AIS 481 TTH 2-3:15
Harjo	AIS 490/590 TTH 12-1:40 and arranged -- Blues Trail Begins in Indian Country AIS 490/590 TTH 9-10:40 and arranged -- Power of Memory	Off

	(Both First 8-week courses)	
Salaita	AIS 101 TTH 9:30-10:45 AIS 285 TTH 12:30-1:45	AIS 265 TTH 12:30-1:45 AIS 285 TTH 9:30-10:45
Warrior		AIS – 502/503 (intersect) **Days/Time**
Paul M-J	AIS 199 – **New Course (?)** MWF 10-10:50 AIS 101 MWF 11:00-11:50 MWF 1:00-1:50	AIS 101 MWF 9-9:50 MWF 10-10:50 MWF 12-12:50

Document 5

From: ATLAS Technical Support
To: Warrior, Robert
Subject: [#IVZ-14673-646]: [ais] new faculty computers
Date: Friday, August 01, 2014 9:40:48 AM

HI Robert,

CDWG is still working on updating their website with new laptop models. In the mean time, they want me to send specs to them and they will work with me for individual new faculty. Did Steven Salaita say he had any special PC laptop needs? Does he run SPSS or any other resource intensive applications? Does he need something geared toward video work or any other special area?

I'll start there to get some options to run by him.

Cheerio,

Shelley

>
>
> From: Warrior, Robert
> Sent: Thursday, July 03, 2014 1:17 PM
> To: Siuts, Shelley K
> Subject: Re: New Faculty computer purchases policy
>
> Thanks, Shelley,
>
> I have contacted both new faculty in AIS regarding their preferences. Steven Salaita has already gotten back to me letting me know he would prefer a PC laptop. I'll let you know what Jenny Davis prefers when she lets me know.
>
> rw
>
> Robert Warrior
> American Indian Studies
> Professor of AIS, English, and History
> University of Illinois
> 1204 W. Nevada St.
> Urbana, IL 61801
>
> 217-265-9870
> 217-265-9880 fax
> rwarrior@illinois.edu
>
> Under the Illinois Freedom of Information Act any written communication to or from university employees regarding university business is a public record and may besubject to public disclosure.
>
>
>
>
>
>
> On Jul 3, 2014, at 12:00 PM, Siuts, Shelley K wrote:
>
> HI Robert,
>

> LAS will reimburse $$ for new faculty desktops or laptops.
>
> Cheerio,
>
> Shelley
>
>
>

Shelley K. Siuts
ATLAS-SOS

From: ATLAS Technical Support
To: jennifer.davis1@uky.edu; jmckinn@illinois.edu; McKinn, John; Warrior, Robert
Subject: [#IVZ-14673-646]: [ais] new faculty computers
Date: Friday, August 01, 2014 10:01:48 AM

Thanks.

> He's pretty much a meat and potatoes user. Nothing complicated.
>
> Sent from my iPhone
>
> > On Aug 1, 2014, at 9:40 AM, "ATLAS Technical Support" <atlas-sos-z7@illinois.edu> wrote:
> >
> > HI Robert,
> >
> > CDWG is still working on updating their websitewith new laptop models. In the mean time, they want me to send specs to them and they will work with me for individual new faculty. Did Steven Salaita say he had any special PC laptop needs? Does he run SPSS or any other resource intensive applications? Does he need something geared toward video work or any other special area?
> >
> > I'll start there to get some options to run by him.
> >
> > Cheerio,
> >
> > Shelley
> >
> >>
> >>
> >> From: Warrior, Robert
> >> Sent: Thursday, July 03, 2014 1:17 PM
> >>To: Siuts, Shelley K
> >> Subject: Re: New Faculty computer purchases policy
> >>
> >> Thanks, Shelley,
> >>
> >> I have contacted both new faculty in AIS regarding their preferences. Steven Salaita has already gotten back to me letting me know he would prefer a PC laptop. I'll let you know what Jenny Davis prefers when she lets me know.
> >>
> >> rw
> >>
> >> Robert Warrior
> >> American Indian Studies
> >> Professor of AIS, English, and History
> >> University of Illinois
> >> 1204 W. Nevada St.
> >> Urbana, IL61801
> >>
> >> 217-265-9870
> >> 217-265-9880 fax
> >> rwarrior@illinois.edu
> >>
> >> Under the Illinois Freedom of Information Act any written communication to or from university employees regarding university business is a public record and may besubjectto public disclosure.
> >>

> >>
> >>
> >>
> >>
> >>
> >> On Jul 3, 2014, at 12:00 PM, Siuts, Shelley K wrote:
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> >>
> >> Cheerio,
> >>
> >> Shelley
> > Shelley K. Siuts
> > ATLAS-SOS
> >
> >
> >
> >
>
Shelley K. Siuts
ATLAS-SOS

From: McKinn, John
To: Warrior, Robert
Cc: Holladay, Allison
Subject: FW: Move to Savoy #466688
Date: Friday, July 25, 2014 11:28:42 AM
Attachments: salaita_move_auth_7.25rev.doc

Hi RW, Here is revised letter of authorization for Steven. Please sign and we can forward to Allison. Thanks, jm

From: Steven Salaita [mailto[redacted]
Sent: Friday, July 25, 2014 10:52 AM
To: Char Damery
Cc: Warrior, Robert; McKinn, John
Subject: Re: Move to Savoy #466688

I am cc'ing Robert Warrior and John McKinn here--Steve

On Fri, Jul 25, 2014 at 10:57 AM, Char Damery <Char.Damery@federalcos.com> wrote:
I will need a revised authorization letter. Please ask that person to contact the purchasing division and have the revised letter sent.... Until then I can only go by the one I have....thanks

From: Steven Salaita [mailto:[redacted]
Sent: Friday, July 25, 2014 9:36 AM
To: Char Damery
Subject: Re: Move to Savoy #466688

Thank you, Char. My department chair has committed to making up the difference in cost--Steve

On Thu, Jul 24, 2014 at 3:14 PM, Char Damery <Char.Damery@federalcos.com> wrote:
Good afternoon,
I have your move registered with Allied for pack 8/12, load 8/13, deliver sometime between 8/15-8/21. This window means the driver could arrive any one of these dates. The driver will advise you what day he is planning to deliver. I will contact you again on 8/11 to give you the estimated time of arrival for the packers. We have the letter of authorization from the University which states they will pay up to $5000. Since the estimated costs are quite a bit higher-I need to ask how you want to pay for the overage. You can give the driver a cashiers check at the time of delivery or if you would like to use a credit card you can do that thru me. I have attached an authorization form should you decide to go that route. I would need the form to be completed and returned to me prior to your load date. Just let me know your preference. Please feel free to contact me at any time if you have questions at the 217# shown below. Thanks

Char Damery
Move Coordinator
Federal Allied Moving and Storage
Agent for Allied Van Lines
Champaign and Decatur Offices: 217-429-4131 , ext. 4

Bloomington Office: 309-454-7095, ext. 4
Fax: 217-422-3366
char.damery@federalcos.com

Here at The Federal Companies it is our goal to achieve the highest rating (5) in all areas of service. If at any time you are not 100% satisfied with our services, please inform me immediately so that any issues can be resolved.

ALLIED
Agent for Allied Van Lines

--
Steven Salaita
www.stevensalaita.com

--
Steven Salaita
www.stevensalaita.com

From: McKinn, John
To: Steven Salaita; Char Damery
Cc: Warrior, Robert
Subject: RE: Move to Savoy #466688
Date: Friday, July 25, 2014 11:29:32 AM

Hi Steve, I need to RW to sign a letter and we will submit it ASAP. Thanks, jm

From: Steven Salaita [mailto[redacted]
Sent: Friday, July 25, 2014 10:52 AM
To: Char Damery
Cc: Warrior, Robert; McKinn, John
Subject: Re: Move to Savoy #466688

I am cc'ing Robert Warrior and John McKinn here--Steve

On Fri, Jul 25, 2014 at 10:57 AM, Char Damery <Char.Damery@federalcos.com> wrote:
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Sent: Friday, July 25, 2014 9:36 AM
To: Char Damery
Subject: Re: Move to Savoy #466688

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Good afternoon,
I have your move registered with Allied for pack 8/12, load 8/13, deliver sometime between 8/15-8/21. This window means the driver could arrive any one of these dates. The driver will advise you what day he is planning to deliver. I will contact you again on 8/11 to give you the estimated time of arrival for the packers. We have the letter of authorization from the University which states they will pay up to $5000. Since the estimated costs are quite a bit higher-I need to ask how you want to pay for the overage. You can give the driver a cashiers check at the time of delivery or if you would like to use a credit card you can do that thru me. I have attached an authorization form should you decide to go that route. I would need the form to be completed and returned to me prior to your load date. Just let me know your preference. Please feel free to contact me at any time if you have questions at the 217# shown below. Thanks

Char Damery
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Bloomington Office: 309-454-7095, ext. 4
Fax: 217-422-3366

UNIVERSITY OF ILLINOIS
AT URBANA–CHAMPAIGN

American Indian Studies Program

1204 West Nevada Street, MC -138
Urbana, IL 61801-3818

July 25, 2014

Urbana Purchasing:

The American Indian Studies Program authorizes moving and relocation expenses up to $7,500 for our new associate professor, Dr. Steven Salaita. Dr. Salaita is moving to Champaign-Urbana from Blacksburg, VA (24060) around August 1, 2014. His contact phone number is [redacted] (cell) and [redacted] (home).

Please contact Allison Holladay at 217-244-0336 or holladay@illinois.edu if you have any questions.

Sincerely,

Robert Warrior
Professor and Director

T: 217-265-9870 • *F:* 217-265-9880
www.ais.illinois.edu

Document 6

>
> Hi Christine:
>
> Professor Salaita will begin his employment with the university on Aug. 16, 2014. He will be an associate professor and will teach American Indian Studies courses. His salary is listed at $81,000.
>
> You are the only reporter who has contacted me about him.
>
> Here is my statement about the tweets.
>
> "Faculty have a wide range of scholarly and political views, and we recognize the freedom of speech rights of all of our employees."
>
> Thanks,
> r
>
>
>
> -----Original Message-----
> From: Christine des Garennes [mailto:cgarenne@news-gazette.com]
> Sent: Monday, July 21, 2014 12:51 PM
> To: Kaler, Robin Neal
> Subject: Steven Salaita
>
> Hi Robin,
> Just left you a message with Pam but also wanted to send you an email about this. My editor has asked me to look into the hiring of Steven Salaita by the American Studies program. He is an outspoken critic of Israel's attacks in Gaza and some have criticized his online rhetoric, specifically some recent tweets of his. I left a message with the American Studies house but also wanted to touch base with you. Wanted to ask you or the American Studies folks (or LAS?) about if/when he is joining campus, title, what classes he'll teach, salary, etc and if anyone has contacted the UI about his tweets.
> You can reach me at 351-5388 or [redacted].
> Thanks,
> Christine des Garennes
> Staff Writer
> The News-Gazette
>
>

Document 7

UNIVERSITY OF ILLINOIS
Urbana-Champaign • Chicago• Springfield

Office of the Vice President for Academic Affairs
377 Henry Administration Building
506 South Wright Street
Urbana, IL 61801

Christophe Pierre
Vice President

August 1, 2014

PERSONAL AND CONFIDENTIAL

Professor Steven Salaita

via email: salaita@vt.edu

[redacted]

Dept. of English MC 0112
180 Turner Street, NW
Blacksburg, Virginia 24061

Dear Professor Salaita,

As you are aware, on October 3, 2013, Brian H. Ross, Interim Dean of the College of Liberal Arts and Sciences, wrote to you to inform you that Professor Jodi Byrd, Acting Director of American Indian Studies, had recommended you for a position on the faculty of the University of Illinois at Urbana-Champaign. As Dean Ross' letter stated: "This recommendation for appointment is subject to approval by the Board of Trustees of the University of Illinois."

We write to inform you that your appointment will not be recommended for submission to the Board of Trustees in September, and we believe that an affirmative Board vote approving your appointment is unlikely. We therefore will not be in a position to appoint you to the faculty of the University of Illinois at Urbana-Champaign. We write to you today so that you would be aware of this fact and would be able to act accordingly.

Thank you for your interest in and consideration of the University of Illinois.

Sincerely,

Christophe Pierre
Vice President for Academic Affairs

Phyllis M. Wise
Chancellor
University of Illinois at Urbana-Champaign

Urbana • (217) 333-3077 • Fax (217) 244-4770 • E-Mail: chpierre@uillinois.edu
Chicago • 1737 West Polk Street • Chicago, Illinois 60612-7228 • (312) 413-3557

Document 8

The Principles on Which We Stand

Aug 22, 2014 1:15 pm by Phyllis Wise

Dear Colleagues:

As you may be aware, Vice President Christophe Pierre and I wrote to Prof. Steven Salaita on Aug. 1, informing him of the university's decision not to recommend further action by the Board of Trustees concerning his potential appointment to the faculty of the University of Illinois at Urbana-Champaign.

Since this decision, many of you have expressed your concern about its potential impact on academic freedom. I want to assure you in the strongest possible terms that all of us – my administration, the university administration and I – absolutely are committed to this bedrock principle. I began my career as a scientist challenging accepted ideas and pre-conceived notions, and I have continued during my career to invite and encourage such debates in all aspects of university life.

A pre-eminent university must always be a home for difficult discussions and for the teaching of diverse ideas. One of our core missions is to welcome and encourage differing perspectives. Robust – and even intense and provocative – debate and disagreement are deeply valued and critical to the success of our university.

As a university community, we also are committed to creating a welcoming environment for faculty and students alike to explore the most difficult, contentious and complex issues facing our society today. Our Inclusive Illinois initiative is based on the premise that education is a process that starts with our collective willingness to search for answers together – learning from each other in a respectful way that supports a diversity of worldviews, histories and cultural knowledge.

The decision regarding Prof. Salaita was not influenced in any way by his positions on the conflict in the Middle East nor his criticism of Israel. Our university is home to a wide diversity of opinions on issues of politics and foreign policy. Some of our faculty are critical of Israel, while others are strong supporters. These debates make us stronger as an institution and force advocates of all viewpoints to confront the arguments and perspectives offered by others. We are a university built on precisely this type of dialogue, discourse and debate.

What we cannot and will not tolerate at the University of Illinois are personal and disrespectful words or actions that demean and abuse either viewpoints themselves or those who express them. We have a particular duty to our students to ensure that they live in a community of scholarship that challenges their assumptions about the world but that also respects their rights as individuals.

As chancellor, it is my responsibility to ensure that all perspectives are welcome and that our discourse, regardless of subject matter or viewpoint, allows new concepts and differing points of view to be discussed in and outside the classroom in a scholarly, civil and productive manner.

A Jewish student, a Palestinian student, or any student of any faith or background must feel confident that personal views can be expressed and that philosophical disagreements with a faculty member can be debated in a civil, thoughtful and mutually respectful manner. Most important, every student must know that every instructor recognizes and values that student as a human being. If we have lost that, we have lost much more than our standing as a world-class institution of higher education.

As a member of the faculty, I firmly believe that a tenured faculty position at the University of Illinois is a tremendous honor and a unique privilege. Tenure also brings with it a heavy responsibility to continue the traditions of scholarship and civility upon which our university is built.

I am committed to working closely with you to identify how the campus administration can support our collective duty to inspire and facilitate thoughtful consideration of diverse opinions and discourse on challenging issues.

Sincerely,

Phyllis M. Wise

Document 9

August 22, 2014

Earlier today, you received a thoughtful statement from Chancellor Phyllis Wise regarding the university's decision not to recommend Prof. Steven Salaita for a tenured faculty position on the Urbana-Champaign campus.

In her statement, Chancellor Wise reaffirmed her commitment to academic freedom and to fostering an environment that encourages diverging opinions, robust debate and challenging conventional norms. Those principles have been at the heart of the university's mission for nearly 150 years, and have fueled its rise as a world leader in education and innovation.

But, as she noted, our excellence is also rooted in another guiding principle that is just as fundamental. Our campuses must be safe harbors where students and faculty from all backgrounds and cultures feel valued, respected and comfortable expressing their views.

We agree, and write today to add our collective and unwavering support of Chancellor Wise and her philosophy of academic freedom and free speech tempered in respect for human rights – these are the same core values which have guided this institution since its founding.

In the end, the University of Illinois will never be measured simply by the number of world-changing engineers, thoughtful philosophers or great artists we produce. We also have a responsibility to develop productive citizens of our democracy. As a nation, we are only as strong as the next generation of participants in the public sphere. The University of Illinois must shape men and women who will contribute as citizens in a diverse and multi-cultural democracy. To succeed in this mission, we must constantly reinforce our expectation of a university community that values civility as much as scholarship.

Disrespectful and demeaning speech that promotes malice is not an acceptable form of civil argument if we wish to ensure that students, faculty and staff are comfortable in a place of scholarship and education. If we

educate a generation of students to believe otherwise, we will have jeopardized the very system that so many have made such great sacrifices to defend. There can be no place for that in our democracy, and therefore, there will be no place for it in our university.

Chancellor Wise is an outstanding administrator, leader and teacher. Her academic career has been built on her commitment to promoting academic freedom and creating a welcoming environment for students and faculty alike. We stand with her today and will be with her tomorrow as she devotes her considerable talent and energy to serving our students, our faculty and staff, and our society.

We look forward to working closely with Chancellor Wise and all of you to ensure that our university is recognized both for its commitment to academic freedom and as a national model of leading-edge scholarship framed in respect and courtesy.

Sincerely,

Christopher G. Kennedy, Chair, University of Illinois Board of Trustees

Robert A. Easter, President

Hannah Cave, Trustee
Ricardo Estrada, Trustee
Patrick J. Fitzgerald, Trustee
Lucas N. Frye, Trustee
Karen Hasara, Trustee
Patricia Brown Holmes, Trustee
Timothy N. Koritz, Trustee
Danielle M. Leibowitz, Trustee
Edward L. McMillan, Trustee
James D. Montgomery, Trustee
Pamela B. Strobel, Trustee

Paula Allen-Meares, Chancellor, Chicago campus, and Vice President, University of Illinois
Susan J. Koch, Chancellor, Springfield campus, and Vice President, University of Illinois

Donald A. Chambers, Professor of Physiology and Biochemistry; Chair, University Senates Conference

Jerry Bauman, Interim Vice President for Health Affairs
Thomas R. Bearrows, University Counsel
Thomas P. Hardy, Executive Director for University Relations

Susan M. Kies, Secretary of the Board of Trustees and the University
Walter K. Knorr, VP/Chief Financial Officer and Comptroller
Christophe Pierre, Vice President for Academic Affairs
Lawrence B. Schook, Vice President for Research
Lester H. McKeever, Jr., Treasurer, Board of Trustees

Document 10

From: [redacted]
To: Wise, Phyllis M
Subject: re your hiring of Mr Salaita in your native studies department
Date: Thursday, January 02, 2014 3:42:04 PM

---

as a Native american I am extremely concerned about your hiring of Mr Salaita to teach Native studies at your school.

Mr Salaita is a well known bigot who denies the indigenous status of jewish people to the middle eastern region known as the levant. He also has encouraged academic boycotts of Israel and has openly stated he is against the indigenous rights of jewish people.

I am Metis, I have grave concerns about how this person will be educating people in regards to the history of Native north americans, and I am pretty certain he will be colouring the cuurriculum with his own personal prejudices. I urge you to strongly consider this. We have issues with people coopting our history and our struggle, salaita is already guilty of doing this with NAISA.

The coopting of Native North american history in order to claim some sort of commonality with us, is very disturbing and In my honest opinion cannot be allowed.

Thank you for your time and consideration in this matter.
Regards
[redacted]

From: [redacted]
To: Wise, Phyllis M
Subject: Disappointed in Hiring of Steven Salaita
Date: Monday, July 21, 2014 3:41:31 PM

Chancellor Wise,

As a proud alumnus of the University of Illinois and now an educator at the high school level, I continue to keep up with the academics at the university to make sure it is at the level that it should be. In fact, I have been thinking about pursuing my Master's Degree through the university system as well. With this in mind, I am very disappointed in the selection of Professor Salaita, especially given his statements regarding the conflicts in Israel. With several professors at the university who are Jewish (some of which I had), I find it reprehensible to hire a man that not only feels the way he does regarding Israel but chooses to express it in an inappropriate way (via Twitter). In a day and age where public statements should and do result in public condemnation (see Donald Sterling), I am very surprised that this decision was made. A simple Google search will lead you to see criticism for many outrageous comments made by Professor Salaita, ranging from anti-Israel to criticism of saying "support our troops."

Despite what he may bring academically to the classroom, I know for a fact that he will not be as effective as people who keep their politically-charged comments to themselves. The reason I know this is because I had one teacher at Illinois who did the same thing with his thoughts regarding the 2012 election. After a particularly intense classroom rant, I no longer cared to hear what he had to say regarding education. This man is thankfully no longer employed at the university. Unfortunately, I believe that the same thing will happen to many students who have Professor Salaita.

In closing, I am very disappointed by the decision to hire Professor Salaita, especially to a department that focuses on the study of a much-maligned group of people in our history (Native Americans) while he himself is bigoted toward another much-maligned group of individuals. With the controversy involving the employment of Bill Ayers in the university system, I would have thought the university would try to avoid substantial controversy in a time with higher tuition and more competition for the very best students. I hope that you will reconsider this decision.

Thank you,

[redacted]

From: Illinois Chancellor
To: Wise, Phyllis M
Subject: FW: Faculty Ethnic Discrimination
Date: Monday, July 21, 2014 4:33:25 PM
Attachments: Twitter.png

From: [redacted] [mailto:[redacted]] **On Behalf Of** [redacted]
Sent: Monday, July 21, 2014 12:35 PM
To: Illinois Chancellor
Subject: Faculty Ethnic Discrimination

Dear Chancellor Wise,

Based on your stance on the Chief symbol, I know that you take any level of ethnic discrimination very seriously, so I hope you will understand my deep concern and disgust at the university's employment of Professor Steven Salaita. It was called to my attention that this new faculty member has been frequently posting anti-Semitic statements on his Twitter page, and there are no words strong enough to describe how appalled I felt upon seeing his social media site for myself. I have attached a screenshot of one of his dozens of posts, in which he describes anti-Semitism as "something honorable."

I graduated from the University of Illinois in December 2013 with University Honors; my parents are both alumni of the university, and one of my two sisters is entering her junior year there. Our family has always been incredibly proud of our connection to the University of Illinois, and we visited the campus frequently even before my sister and I become students there. I had planned to attend Homecoming weekend and many sporting events as an alumna, and after I complete medical school at [redacted] and begin my career as a physician, I had hoped to be able to make financial contributions to my Alma Mater. I expected that, like my parents, I would remain endlessly loyal to Illinois.

However, with the hire of Steven Salaita, I am strongly questioning this loyalty. As part of the university's substantial Jewish community, I would have felt incredibly uncomfortable, judged, and disadvantaged if I had taken a course taught and graded by this professor. Other minority students would likely feel uneasy around this man knowing that he is willing to publicly announce his hatred toward an entire ethnic group several times per day. My sister is concerned that for the next two years she will be attending a university with this kind of influence within the faculty, and our third sister, who has always wished to follow in our footsteps, is no longer sure if she wants to apply to Illinois.

Allowing Professor Salaita to teach at our prestigious university is not only a threat to our school's reputation but to the sense of religious freedom of the students at Illinois. I trust that you understand how much distress this would cause among our diverse student body. As a result, I am writing on behalf of all students and alumni whose backgrounds and views may be looked down upon by Professor Salaita to encourage you to look at his Twitter page for yourself (https://twitter.com/stevesalaita) and to reconsider this hiring choice. The University of Illinois is not a place where bright students go to learn to be close-minded, offensive, hate-filled human beings. My loyalty to my Alma Mater can only exist as long as this remains true.

Sincerely,

From: [redacted]
To: Wise, Phyllis M
Subject: Steve Salaita
Date: Tuesday, July 22, 2014 8:25:46 PM

Chancellor Wise
I am an Illinios resident and was shocked and outraged by the recent announcement that Mr. Salaita will be teaching at U of I next fall

I am suprised that your vetting process did not turn up this man's vile and anti-Israel and Anti-Semitic rants- this cannot be the type of teacher we want at your fine institution-

Please review his foul-mouthed twitter account and perhaps you will re-think this awful decision.

[redacted]

From: [redacted]
To: Wise, Phyllis M
Cc: [redacted]
Subject: Steven Salaita
Date: Tuesday, July 22, 2014 9:12:59 PM

This letter is being sent to you as a University of Illinois Alumnus, a member of the President's Council and a caring constituent. It is my understanding that Steven Salaita has been hired by the University as an Associate Professor. This individual spews hatred towards Jews, on his Twitter account and in his writings. This is unacceptable and I demand that he immediately be relieved of his Professorship.

The University should not accept the hatred and bigotry that is the basis of Steven Salaita's writing.

Please advise me of your stance on this matter.

[redacted]

From: [redacted]
To: Wise, Phyllis M
Cc: isilverstein@senatedem.ilga.gov
Subject: Steven Salaita
Date: Tuesday, July 22, 2014 10:07:31 PM

Dean Wise,

My pride in having two daughters graduate from the U of I (Champaign) has evolved into shame upon hearing of the hiring of Steven Salatia. He is entitled to spew his unfettered anti-Israel, anti-Semitic rants and to embrace the BDS movement. He should not be entitled to spew his rants as an employee of a university funded by my tax dollars.You have provided him an undeserved forum not only to demean a not-insignificant population of students who do not share his views, but also to place those students at-risk for intimidation from their peers who do not have the knowledge or maturity to understand the danger of his beliefs and behavior. The university could not tolerate Chief Illiniwek, yet sees no problem in providing a home to this bigot?

Shame on all of you.

[redacted]

From: [redacted]
To: Wise, Phyllis M
Subject: A Note from a concerned mother.
Date: Tuesday, July 22, 2014 11:26:52 PM

Dear Chancellor Wise,

I am a mother of 3 children who are not yet of college age, although I have nieces and nephews applying to the University of Illinois, as well as a niece currently attending in champaign. I am writing, because I am horrified by the news of the hiring of Steven Salaita. With all the brilliant educators in the world, I do not see any reason to welcome a person who spews hatred and bigotry. There is so much mis-information and negativity brewing on college campuses. I would hope that my state school would be part of the solution rather than exacerbating the problem.

I hope that you will take a second look at your hiring standards, because your university is being entrusted with the shaping of the next generation of leaders. Who do you want to present to them as experts from whom they should learn about the world? I hope it is not an anti-semitic promoter of hate.

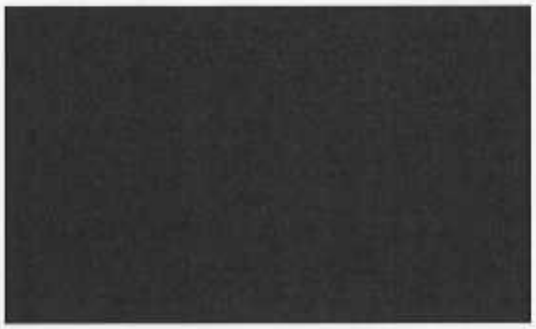
Respectfully,

[redacted]

[redacted]

From: [redacted]
To: Wise, Phyllis M
Subject: Steven Salaita
Date: Wednesday, July 23, 2014 7:32:11 AM

I am distressed that our State's finest public university would hire and give a platform to a man who so blatantly espouse anti-Jewish thought. Speech like his has at best a chilling effect on the entire university community, and unfortunately too often leads to acts of overt discrimination and violence.



From: [redacted]
To: Wise, Phyllis M
Subject: Steven Salaita hiring
Date: Tuesday, July 22, 2014 9:43:29 PM

As an alumni and a father whose child now goes to the great University of Illinois, I wish to express my deep concern about your hiring of Steven Salaita starting this fall.

While I respect the right of alternative viewpoints to many topics, there is a line that should not be crossed in arguing one's position. Frankly, the posts and rhetoric by your new hire has deeply gone way past the point of no return.

I respectfully request that you review all of the information available to determine the validity and make a formal statement as to what your current position is on this potential new employee. Once I see/hear your viewpoint, I will make a determination about future donations and whether to keep my son enrolled.

Thank you for taking the time to read this and for getting seriously involved in this matter. I would appreciate a reply if at all possible.

[redacted]

From: Mischo, Phyllis A
To: Kaler, Robin Neal
Cc: Wise, Phyllis M
Subject: FW: Salaita
Date: Tuesday, July 22, 2014 10:17:49 AM

From: [redacted] [mailto:[redacted]]
Sent: Tuesday, July 22, 2014 10:00 AM
To: Mischo, Phyllis A
Subject: Salaita

Dear Chancellor Wise

This fellow Salaita makes the University look like a loony bin.

http://legalinsurrection.com/2014/07/u-illinois-prof-zionists-partly-to-blame-for-recent-outbursts-of-anti-semitism/

[redacted]

From:	Illinois Chancellor
To:	Kaler, Robin Neal
Cc:	Wise, Phyllis M
Subject:	FW: Professor Steven Salaita: Please read, I"m quite passionate about the subject.
Date:	Tuesday, July 22, 2014 10:24:05 PM

From: [redacted] [mailto[redacted]
Sent: Tuesday, July 22, 2014 7:00 PM
To: Illinois Chancellor
Subject: Professor Steven Salaita: Please read, I'm quite passionate about the subject.

Chancellor Wise,

I know this is lengthy, and I'm sure you have several emails to sift through. However, my cause is important, and I would appreciate it if you read over my email and gave it some thought.

The prestige of a school like that of University of Illinois is well documented and understood across the country. Many successful people began their journeys at the University of Illinois, fueling their creativity and their lust for learning.

I have no stake in your university. While I respect the University of Illinois, the average GPA among mechanical engineers does not affect me. Nor does the university's drug or alcohol policies in the dorm rooms. However, what I do respect is high learning altogether. I myself am lucky enough to attend Boston University, and I'm thankful everyday for the opportunity I have to learn. While it's taken some time to realize, it has occurred to me how fortunate I am to study at an institution that provides me with professors who not only adequately prepare me for the workforce, but also have shaped the tolerant and accepting person I am becoming.

While college students are technically adults, oftentimes we look up to our professors as if they are our parents. Teaching us, guiding us for the next steps, and making sure we our decent human beings in society. That's what a great professor does.

When I learned about Professor Salaita's behavior at your university, I was shocked. That's okay though. These last few weeks have been shocking for Jews like myself all over the world.
We've grown accustom to the rockets. We've gotten used to the imbalance in the media. And Professor Salaita is not the first anti-semite to be molding minds at a prestigious university (most notably Arthur Butz at Northwestern University, where I believe he still teaches his Holocaust denial and Jew hatred). The Jewish people have grown particularly familiar with others' distaste for us.

I'm sure you're aware of the recent events unfolding in France. Synagogues, Jewish homes, and kosher butcher shops are being burned and destroyed. Jews are being beaten, kidnapped, and tortured. Chants of "gas the Jews" and "kill the Jews" fill what I once thought of as the beautiful streets of Paris. Now all I see are my family members running for their lives. It's like Kristallnacht all over again, which we know fueled the largest genocide in modern history, certainly the most systematic. If you're sensing how terrified I am for my people, imagine the horror among the Jews living in France, locking themselves in their homes and quitting their jobs.

Israel has received incredible amounts of criticism over the last few weeks. While I am a Zionist and support Israel's right to defend itself, both sides have valid arguments. However, running through the streets and beating up Jews isn't anti-Zionism. It's hatred. It's racism. It's scary. And still, it's all too familiar.

In the grand scheme for our world's history, the Holocaust was yesterday. Not even seventy years ago did the Russian, American, British, and Canadian armies liberate Jews from extermination camps across Europe. There's a popular saying amongst Jews and non-Jews who have studied the Holocaust: Never Again. Well, some days, it feels like it's happening again.

A professor's duty is to keep this world progressing. Supporting a terrorist organization like Hamas does just the opposite. In Hamas' mission statement it is written that they will not only destroy Israel, but they will kill all of the Jews. For thousands of years Jews have dealt with persecution and the threat of extinction from Christians, Communists, and National Socialists. However, no enemy has been tougher for the Jewish people than that of Islamic extremism.

It pains me to watch my people struggle to live in peace anywhere. But like I mentioned previously, we are used to it. We've learned to survive the ridicule and the media bias. However, just like any people, what we can not stand for is the attempted destruction of our land and slaughter of our people.

Half of my family is in Israel. Many of them are protecting their country, destroying tunnels that lead weaponry and suicide bombers from Gaza into Israel and taking out Hamas militant zones. Just like any other soldier, they're doing what is necessary to save their people. As you can imagine, it's difficult for me to stand by and watch my family fight for me. I admire them greatly, but I feel guilty for not partaking in my people's proud assertion that we can never be exterminated.

I'm not aware of your religious affiliation, or if you even have one. But Chancellor Wise, you must recognize that even an anti-semetic man professing his hatred for Jews is a a blockade that must be removed in order to reach true peace in the Middle East and for Jews around the world. As long as there is anti-semitism outside the land of Israel, Jews will forever have an uphill battle.

Unlike any other nation, Israel deals with a disgusting double standard when it defends its people. In order for that double standard to be eradicated, no anti-semite can be molding young, vulnerable minds. There's no room for anti-semitism at any university. I trust that you understand my people's plight and will take the necessary action to make your university a safe place for all students to learn.

Kind regards and hope for a peaceful future,

[redacted]

From: [redacted]
To: Tolerance Program at Illinois
Cc: Emergency Dean
Subject: Steven Salaita Hate Speech
Date: Wednesday, July 23, 2014 7:40:53 AM

As a parent and a benefactor, and one who grew up in the sixties marching for civil rights and tolerance, I am appalled that your university would hire a professor, Steven Salaita (American Indian Studies), who routinely posts disingenuous and bigoted comments on his Twitter feed.

On Tuesday he likened Israel to the terror group ISIS:

Steven Salaita@**stevesalaita** Follow
#**Israel** and #**ISIS** are but two prongs of the same violent ethnonationalism.
1:06 PM - 22 Jul 2014

On Sunday, he tweeted the following: "(Expletive) you, #Israel. And while I'm at it, (expletive) you, too, PA, Sisi, Arab monarchs, Obama, UK, EU, Canada, US Senate, corporate media, and ISIS," .
Salaita's Twitter feed is crudely anti-Israel and has been since long before the recent Gaza conflict.

In addition, in his writings: "Palestine. Native America. BDS. Decolonization. Indigenous Studies ",
Salaita says that Palestinian terrorists are involved in a "colonial war" against Israel. Salaita has written that "Indian attacks on white settlements were a natural reaction to a European colonial invasion, so too Palestinian attacks on the highways and suicide bombings in towns are a consequence to Jewish proliferation in the land."

It is shocking that your university, much less VirginiaTech, would knowingly hire such a person to teach!

Last December, Chancellor Phyllis Wise said the university *opposes the boycott of Israeli academic institutions* and values academic freedom as one of its core principles, stressing "the critical importance of the ability of faculty to pursue learning, discovery and engagement without regard to political considerations."

I would hope that your university, known for its excellent tolerance program, would follow suit and condemn bigots who promote hate speech instead of hiring them!

Respectfully,

[redacted]

From: [redacted]
To: Byrd, Jodi
Cc: Wise, Phyllis M
Subject: Steven Salaita
Date: Wednesday, July 23, 2014 10:23:53 AM

Dear Professor Byrd,

I am an Alum and a 25 year member of the UIUC President's council and care deeply about the school. I am concerned about the recent hire of Steven Salaita and the hatred he will bring to the campus. In addition, I believe he will make the campus an uncomfortable place for Jewish students as he will be front and center speaking out for the destruction of Israel. His opinions cross all lines when it comes to expressing a diverse opinion on campus. I don't know if you are aware of his recent tweets, but here are a few:

"Zionists: transforming 'antisemitism' from something horrible into something honorable since 1948"

- July 18, 2014, Tweeted: "By eagerly conflating Jewishness and Israel, Zionists are partly responsible when people say anti-Semitic sh*t in response to Israeli terror"
- July 20, 2014, Tweeted: "#Israel's bombardment of #Gaza provides a necessary impetus to reflect on the genocides that accompanied the formation of the United States"
- July 20, 2014, Tweeted: "Ever wonder what it would look like fi the KKK had F-16s and access to a surplus population of entrapped minorities? See #Israel and #Gaza."
- July 19, 2014, Tweeted: "At this point, if Netanyau appeared on TV with a necklace made from the teeth of Palestinian children, would anybody be surprised?"

According to him, support for Israel justifies anti-Semitism. His writing are extensive and appear to overwhelm his work in American Indian Studies. He essential mourns the creation of the **only** Jewish state in the world. Nothing is said about the 57 Islamic nations. It is not possible to separate his anti-Zionism from anti-Semitism as for most Jews, Israel is a cornerstone of who we are. I implore you to review all the material available and think about the campus and bringing such a man to Champaign.

Sincerely,

[redacted]

From: Illinois Chancellor
To: Kaler, Robin Neal
Cc: Wise, Phyllis M
Subject: FW: Former uiuc student
Date: Wednesday, July 23, 2014 3:35:58 PM

-----Original Message-----
From: [redacted] [mailto[redacted]
Sent: Wednesday, July 23, 2014 2:32 PM
To: Illinois Chancellor
Subject: Former uiuc student

Hi Chancellor Wise,
I just graduated from the university in May and just found out about the hiring of Steven Salaita. I am very displeased that the university would hire someone who is so outwardly anti-Semitic, especially with the current situation of Israel. It is extremely distasteful and hurtful to all Jewish and pro-Israel students, alumni and staff. I also believe that it shows the university in a very bad light. I urge and ask you to please do something about this, or speak with whoever is responsible for hiring him.

Thank you,
[redacted]

From: Byrd, Jodi
To: Warrior, Robert
Subject: Fwd: Concerns with anti-Semitism...
Date: Wednesday, July 23, 2014 10:45:11 PM

Begin forwarded message:

From: [redacted]
Date: July 23, 2014 at 10:44:05 PM CDT
To: <jabyrd@illinois.edu>
Subject: Concerns with anti-Semitism...

Dear Ms. Byrd,

Recently, I read an article stating how incoming Mr. Steven Salaita, who will become a professor in the AIS department, was, and still is, very rudely and crudely anti-Semitic. As a current student at the University of Illinois, I am deeply concerned about my Alma Mater knowingly hiring someone as intolerant and disrespectful as Mr. Steven Salaita. I urge you to please thoughtfully reconsider your decision, seeing as UIUC is dedicated to zero tolerance for racism, and I would hate to see the reputation of the entire school tarnished by one faculty member. In addition, I do not wish for the tuition that I pay towards our school supporting intolerance of this sort. Please act on the behalf of the students of the University of Illinois at Urbana-Champaign in promoting tolerance of all ethnicities.

Sincerely,

[redacted]

From: [redacted]
To: Wise, Phyllis M
Subject: Steven Salaita
Date: Wednesday, July 23, 2014 11:23:54 PM

Dear Chancellor Wise,
My name is [redacted]. I am a [redacted] in the Saint Paul Minnesota area, grew up in the suburbs of Chicago, and maybe more importantly a U of I graduate (2004). I take great pride in my Alma Mater and the education I received while at Illinois. I have a long line of family who also felt the comfort of Champaign/Urbana. While there I grew into the person I am today and chose a career path that I hope has helped and influenced others. I was [redacted] and like to think I helped shape Jewish life on campus as we know it today.

I am deeply disturbed by the anti-Semitic remarks made by Professor Salaita. I hope that his presence does not create an unfair and threatening environment for students. While I was at Illinois I had all sorts of professors, many who challenged my thinking but none who threatened my existence or right to religion. I plead with you to think about what types of educators you are bringing to campus and the statement it makes about a University that celebrates nurturing students. I am saddened that my University would employee someone who speaks and tweets anti-Semitic comments.

I am happy to discuss this further.
Sincerely,
[redacted]

[redacted]

From: [redacted]
To: Wise, Phyllis M
Subject: Professor Salaita
Date: Thursday, July 24, 2014 7:09:57 AM

Dear Chancellor Wise,

My name is [redacted] and I am a University of Illinois alum. I received my undergraduate degree in Elementary Education in 2004 and my master's degree in Administration and Leadership in 2012, both in Champaign Urbana. My husband received his MBA, as well, as I did my master's degree. I have always been proud to be a third generation U of I alum, as my grandparents, parents and siblings all attended the university. Currently, I am an Assistant Principal at [redacted]. I am strongly considering doing my doctorate with the university through the cohort offered in Oak Brook, Illinois. I believe that I have always had a competitive edge in the job market having attended such a well known and respected university. Unfortunately, I believe a recent hire could change that and provide deep embarrassment and humiliation to students who attend and have attended the university. It is my understanding that Professor Steven Salaita has been hired to teach American Indian studies. Although I welcome professors of diverse backgrounds and knowledge, I strongly believe that Professor Salaita has no place at our fine institution, or any American institution for that matter. Professor Salaita has posted hideous anti-Israel and anti-Semetic remarks on twitter that seriously question his character. In this day and age of social media, it is increasingly important to hire candidates who not only are the most qualified for the position, but who are responsible members of society. The lines are blurred, due to social media, between professional responsibilities and personal thoughts and feelings. When considering hiring and retaining staff, all facets of a candidate need to be considered, especially how they conduct themselves on social media.

I am asking for a professor who harnesses so much hatred to be let go. The reputation and integrity of our university depends on it. Students should not have to learn from a professor with such poor values, and by allowing him to teach at our university, we are communicating to the world that his obvious hatred for Jewish people and ignorant rants on twitter are perfectly acceptable. I truly hope that the University feels as though they are not. While respectable and intelligent differing of opinions regarding worldwide politics should be welcomed at a university, Professor Salaita's comments are neither of these. As an alumni incredibly embedded in the university, I am deeply saddened and disheartened that this hire has taken place. However, I am hopeful that the University of Illinois will take this opportunity to step up, right their wrong and prove to the community and country that our institution simply does not accept ignorance, anti-Semitism and hatred of our fellow Americans and of the human race.

Respectfully,

[redacted]

Sent from my iPhone

From: [redacted]
To: Wise, Phyllis M
Cc: [redacted]
Subject: Steven Salaita
Date: Thursday, July 24, 2014 1:07:08 PM

Dear Chancellor Wise,

I would like to introduce myself. My name is [redacted], and I am an alum of the U of I Business School class of 1977. I am a co-founder of [redacted], who I believe you recently met.

I am writing to you regarding my concerns over the recent hire of Steven Salaita to join the American Indian Studies Department at UIUC as a tenured professor. He is a well-known leader of the delegitimization of Israel movement known at BDS (Boycott Divestment and Sanctions). He comes from Virginia Tech where he actively promoted BDS on campus. I have read a brief document on Professor Salaita's views prepared by the Jewish Federation's Israel Education Center. Here is a link to his blog:http://electronicintifada.net/blogs/steven-salaita.

As a member of the Jewish community and supporter of my alma mater, I am deeply upset about the hiring of such a controversial person who has been involved with spreading anti-Semitic propaganda on college campuses. While I support the First Amendment and freedom of speech, I am opposed to hateful rhetoric and see no place for it on any college campus; especially at my alma mater. The BDS movement is both anti-Semitic and anti-Zionist and very harmful on college campuses. I am troubled by any activities on any college campus that support the BDS movement.

In the past I have donated money and my time to the University of Illinois. I was a financial supporter of the BIF and Hillel buildings on campus and was proud to have my name on plaques in both of these facilities. I have frequented campus over the past several years to lecture on numerous occasions.

Based on the hiring of Mr. Salaita, I have decided to reconsider any future commitment of time and money to the University of Illinois. I have tremendous respect for Dean Debrock, Tim Durst and the Business School development office, and I am deeply conflicted by my decision to reconsider any support for the Business School. However, as a Jew and lover of Israel, I see no other way to make my voice heard then to take this action.

I would greatly appreciate the opportunity to discuss this with you and look forward to your reply.

Best regards,

[redacted]

From: [redacted]
To: Wise, Phyllis M
Cc: [redacted]
Subject: Steven Salaita
Date: Thursday, July 24, 2014 2:35:41 PM

Hello Chancellor Wise -

I am writing to express my extreme concern and disapproval in connection with the decision to hire Steven Salaita as a faculty member of the University of Illinois.

I am a graduate of Illinois (LAS '84) as is my husband [redacted] ('85, Medicine '89), my brother [redacted], and my mother, [redacted]. My daughter [redacted] is a current student (LAS '16). As you can see, our family has long and deep connections to the university, and we care about it's condition, both now and into the future.

It is because of this investment in the university that I am contacting you today. To put it simply, I am appalled that you would even consider employing Steven Salaita, an individual who has published offensive anti-Semetic rhetoric, including blaming "Zionists" for being "partially responsible when people say antisemetic shit in response to Israeli terror." Nice.

To be blunt, there should be no room for this type of hate at the University of Illinois, especially among its faculty. This type of hire is an embarrassment to the university community and an insult to thousands of students and alumni.

I have been an enthusiastic advocate for the university since my student days and have been an active proponent of increased alumni support in this time of decreased state funding. I was proud and delighted to send one of my daughters to study there, where so many of her relatives have gone before. I have consistently believed that our flagship state university is a treasure that deserves our continued support and contributions. No more.

We will now cease our annual contributions to the university and will let our fellow alumni know why we are doing so. We will encourage others to join us in this protest, as perhaps financial consequences will sway you even though morals, common sense and decency did not.

I hope you will come to your senses and reverse this ill-advised hiring decision. I hope to hear from you on this matter soon.

[redacted]

Sent from my iPad

From: [redacted]
To: Wise, Phyllis M
Subject: Great Concern Regarding Steven Salaita
Date: Thursday, July 24, 2014 5:30:55 PM

Chancellor Wise,

I write to you as a recent graduate from the UIUC Master of Architecture program. It has come to my attention that UIUC has recently hired Steven Salaita as an associate professor. As you may already know, Steven Salaita is vocal about his highly controversial opinions. This past week, in addition to many inflammatory tweets, he wrote the following on his twitter feed, "By eagerly conflating Jewishness and Israel, Zionists are partly responsible when people say antisemitic shit in response to Israeli terror." Assuming he means what he writes, I hope the University understands that they have just hired an anti-Semite, for he publicly justifies anti-Jewish behavior in this very comment! While I respect and admire a university's desire to create a culture of free speech and dialogue, I believe that these values should never come at the expense of making students feel intimidated.

Steven Salaita's scholarly record is unknown to me. However, I do believe his moral integrity is clearly lacking. Scholarship and morality do not always run parallel. From a historical perspective, we see societies that prided themselves on great academic and cultural accomplishment were not always free from ethical deficiencies. Jews know this all too well.

After researching his past views further, it seems that his tremendous disregard toward the US's policies and its greatest friend in the Middle East are part of his academic agenda, and thus, are not something that can just be restrained. I hope that the University reconsiders this extremely unfortunate appointment and places its students well-being as their highest priority.

Respectfully,

[redacted]

From: [redacted]
To: Wise, Phyllis M
Subject: Steven Salaita
Date: Friday, July 25, 2014 9:35:19 AM

Hi, my name is [redacted] and I am a Junior at University of Illinois. Recently, a professor at our school named Steven Salaita has been brought to my attention. I am contacting you today to express extreme concern for his employment at our University. If you are unaware, Mr. Salaita has taken to social media to express his strong opinions against the state of Israel and against the Jewish faith. Obviously everyone is allowed an opinion, but for a professor at the University of Illinois to be slamming Israel and backing Hamas (a known terrorist organization) in a public forum is beyond awful. I, as well as many of my fellow students, feel very uncomfortable by his actions and will not stand for it. Associating this man with such a prestigious University is wrong and something needs to be done. If I am not mistaken, "cyber hatred" was a huge problem last year after the snow storm and this to me is on the same level. I hope you understand where I am coming from and look forward to taking a strong stance together against Mr. Salaita.

Below I attached a link to an article about the situation as well as a link to Mr. Salaita's twitter account. Thank you for your time.

Regards,

[redacted]

https://twitter.com/stevesalaita

http://dailycaller.com/2014/07/21/university-of-illinois-professor-blames-jews-for-anti-semitism/?utm_referrer=https%3A%2F%2Fm.facebook.com

From: [redacted]
To: Wise, Phyllis M
Subject: Concerns for UIUC
Date: Friday, July 25, 2014 11:19:49 AM

Dear Chancellor Wise,

I am loyal Illinois alum as is my wife [redacted] and son [redacted] We have been President's council members for several decades and donors to both academic programs and the I-Fund. [redacted] I have been a relentless promoter of UIUC as the school for the best and brightest Jewish students in Illinois. The beautiful Cohen Hillel helped solidify this effort.

Therefore it pains me to write this email to you today. I learned of the recent hiring of Steven Salaita as a new professor this fall. While I respect the university's embrace of a variety of viewpoints, Mr. Salaita expresses hatred and demonizes Israel. As I am sure you are aware based on his writings and tweets, his views rival those of your typical Israel basher as he writes that Israel justifies anti-Semitism. Israel is central to who we are as a Jewish people. The overwhelming majority of American Jews and non-Jews support a safe and peaceful Israel as the nation state of the Jewish people. Mr. Salaita's hatred of Israel will be detrimental to Jewish life at UIUC. I believe his presence will make Jewish students uncomfortable as he is a smart and outspoken critic of the creation of Israel. He will be front and center at every turn. He is a modern day anti-Semite filled with hate who is careful to use anti-Zionism to defend his opinion.

I implore you to find a way to prevent Mr. Salaita from coming to Champaign. His writings do express a loathing that is beyond that of an alternative viewpoint and support for Palestinians. He has nothing to say about the tens of thousands of Muslims that have been slaughtered this year by their brethren in Syria, Iraq and Libya, but a death caused by Israel is a crime. He seems to have a greater passion toward attacking the existence of Israel than his field of American Indian Studies. There must be some minimum standard that an incoming professor must meet. Would the campus tolerate any other teacher that expresses viewpoints toward other minorities in the same way Mr. Salaita goes after Israel and the Jewish people?

Thank you very much for attention to this troubling matter. I hope a peaceful resolution of this issue can be found for the sake of the University of Illinois and her students.

Respectfully,

[redacted]

From: [redacted]
To: Wise, Phyllis M
Subject: Steven Salaita
Date: Friday, July 25, 2014 11:59:20 AM

Chancellor Wise,

My name is [redacted] and I am going to be a Junior at the University of Illinois for the upcoming school year. It has come to my attention that the university has hired an associate professor by the name of Steven Salaita. To say the least, I am terribly hurt, upset, and dissapointed by the actions taken by this individual and the choice for the university to hire him. His twitter account, which is public, is filled with anti-Semitic remarks, comments in support of Hamas, and degrading terminology towards Israel and Judaism as a whole.

I am a current member of the on campus fraternity [redacted], which is one of the handful of Jewish Fraternities on campus. With the decision of the University to hire this man, many of my brothers, friends, and family members have lost faith in the schools decision to hire appropriate personnel. As a focal leader in the Illinois community, I think it is the right thing to do to remove this man from any association with the school.

The Universiry refused to readmit a professor last year due to crimes that he committed 20+ years ago, yet they are going to openly hire a blatant anti-Semite to teach the next generation of Illinois graduates who are to be forefront leaders in our world? Is this the message that the board at Illinois wants to send? I surely hope not. Please take my comments into consideration, and please have this man removed from any associations with the school. Please look at his twitter account, if you haven't already.

My final comment will be this: everybody has their own personal views on issues spanning across the globe, and they are all entitled to those opinions. To publicly bash a nation and it's residents with racist and anti-Semitic remarks is disgusting and wrong. I hope that you can realize this and take the necessary action to remove him from his post.

Sincerely,

[redacted]

From: [redacted]
To: Wise, Phyllis M
Subject: Professor Steven Salaita
Date: Friday, July 25, 2014 12:16:16 PM

Dear Dr. Wise,

I am writing you because something disturbing has come to my attention. New professor, Steven Salaita, is an open and outspoken anti- semite, who displays his views openly on twitter. As a student, and a Jew, at this University I find it personally offensive and egregious that such a man can be hired and have the opportunity to influence minds with slander towards the state of Israel. One look at his twitter account can inform you on this mans anti- semitic and pro Hamas views. While students are no doubt held to a standard on social media about what they can and can't post (and I'm not just talking about what happened at our school this past winter involving twitter, as institutions around the nation can hold students accountable for their words) I find it extremely hypocritical and distasteful that professors at our University are not held to these standards as well. The Jewish presence on this campus is felt in many different facets and we ALL express our deep concern and regret that this man has been allowed to teach and direct his bigotry towards the student body. I am looking forward to your response to this crisis. It is appalling to me that in this day an age an institution so advanced as the University of Illinois can allow this to happen.

My support for the State of Israel not withstanding, I hope that we can find an amicable solution to this issue that currently plagues a portion of the student body as well as the faculty.

Sincerely

[redacted]

From: [redacted]
To: Wise, Phyllis M
Subject: Steven Salaita
Date: Friday, July 25, 2014 12:27:54 PM

Hello,

It has been brought to my attention that Steven Salaita is being employed by the University. He is an anti-semite and I dont think that he should be allowed to teach at the University of Illinois. Hopefully enough people are just as distraught as myself, and something is done about Steven Salaita.

From: [redacted]
To: Wise, Phyllis M
Subject: New Professor
Date: Friday, July 25, 2014 12:29:19 PM

Dear Chancellor Wise,

I hope this email finds you well and that you are having a good summer.

Unfortunately, this email is in regards to a potentially harmful situation on campus. I recently read an article that the University hired Steve Salaita as a professor. As a recent graduate of and soon-to-be-graduate student at the University of Illinois, I am deeply disturbed by this hiring decision. I believe you and/or whoever was involved in the hiring process made a grave mistake.

The article details Salaita's anti-Israel, pro-Hamas rhetoric and beliefs through his Twitter account and past actions/quotations. This deeply disturbs me because a professor at the school I attend sympathizes with a terrorist organization that believes in the destruction of Israel. Furthermore, the mission statement of this terrorist organization believes in the annihilation of Jews worldwide.

I am a Jew and a supporter of Israel. This hiring legitimately scares me. This hiring has caused me and hundreds of other Jews on campus to be scared to express our beliefs and to literally be ourselves as Jews.

A successful learning environment allows those who participate in it to feel safe being themselves and expressing their beliefs. Any feeling of safety is eradicated with the hiring of Steve Salaita.

Please, Chancellor Wise. Do the right thing: fire Steve Salaita. Correct your/others' mistake. Please do so before it is too late and the students have to sift through the mental and emotional damage.

Thank you for your time and consideration.

Sincerely,

[redacted]

From: [redacted]
To: Wise, Phyllis M
Subject: Please Read
Date: Friday, July 25, 2014 12:36:56 PM

Chancellor,

My name is [redacted] and I am a student of the University of Illinois. I am the 4th generation to attend this university and up until today I was extremely proud of that. I recently received news that the university is hiring an extremely anti-semtic teacher by the name of Steven Salaita. His Twitter feed is absolutely appalling. Here is an example of one of his posts: "I don't seek community with others based on fixed identifications: race, religion, culture, etc. You're either cool or a dick. That's all. Keep paying for (shitty) Hasbara, #Israel. It won't make a difference. Most people detest child murder. #Gaza #ThirdIntifada"

Chancellor, you have seen the affects of social media. Chancellor, you have been a VICTIM of social media. Chancellor, you have condoned hiring a teacher that is openly anti-semtic. Chancellor, you are hiring a teacher that is giving his political views in an immature fashion. Chancellor, history has taught us that standing idly by while others act makes you just as guilty as those who act. Chancellor, persecution like this has resulted in genocides. Chancellor, you have disappointed me. Chancellor, you have disappointed the Jewish community. Chancellor, you have officially lost a supporter of the University of Illinois.

Feel free to call me at [redacted] as I would really appreciate a phone call.

[redacted]

From: [redacted]
To: Wise, Phyllis M
Subject: Standards of Conduct/Polarizing Issues
Date: Friday, July 25, 2014 1:10:57 PM

Dear Chancellor,

My name is [redacted] and I am about to enter my senior year at the University of Illinois as a Communications student.

I hope this email finds you well. I am writing to you about an issue regarding one of your staff members by the name of Steven Salaita. As I am sure you are aware at this point. Mr. Salaita's remarks via social media border the territory of anti-semitism. As a member of the Jewish community of this school with 3 generations of illini family members, I am very saddened and disappointed by these remarks.

Let me be clear that I am in no way criticizing Mr. Salaita's right to say what he has. He has every right as a citizen to share his political, personal views and in fact I encourage him to do so. However, as a representative of the Illinois community several of his remarks could be considered as offensive and anti-semetic and in that sense of being a student I find there to be conflict. For instance, If i happen to register for Mr. Salaita's course, how could I respectfully engage in conversation and learn material?

I understand that this issue is highly polarizing and is more on the fore front of the media than ever before. The debate is very emotional. Personally, I think the entire issue is horrible any way you slice it. Whether you side with Israel or Palestine, the tremendous loss of life and destruction on both sides is detestable. Having said that, we both are aware of the damage that social media can have on reputation and I would hate to have the University's name besmirched by hate. You have experienced this unfound hate first hand last semester and I personally was appalled by the actions of my fellow students. It was unbecoming of U of I students and did not meet the standards of conduct at our institution. I only ask that the staff of this institution are held to a similar standard. I understand you are busy, so thank you very much for your time. If you wish to speak more on this issue I can be reached by email at [redacted] or by phone at [redacted]. Thank you again for your time.

[redacted]

From: [redacted]
To: Wise, Phyllis M; President Easter; Filip, Mark
Cc: [redacted]
Subject: Steven Salaita: Corrected Letter
Date: Friday, July 25, 2014 1:25:18 PM
Attachments: Letter to University of Illinois regarding Salaita 072514.pdf

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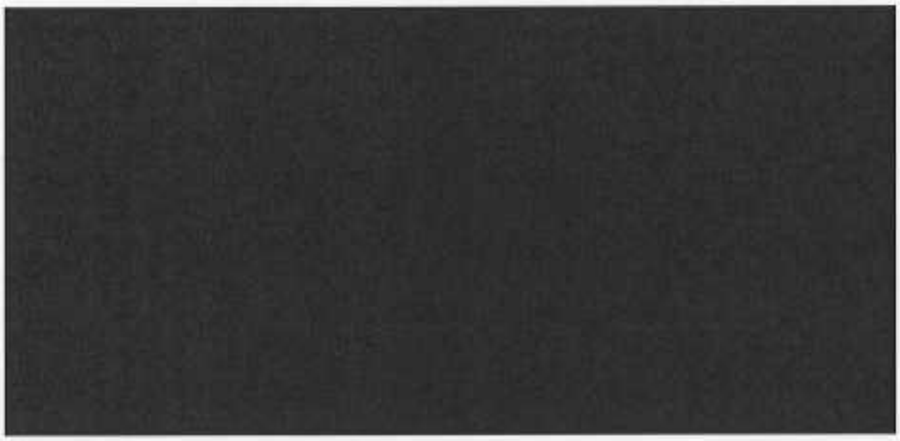
I am sending a revised version. I apologize to Mr. Filip for mis-spelling his name and email address on the earlier version.

Thank you.



[redacted]

July 25, 2014

VIA EMAIL
Chancellor Phyllis M. Wise
University of Illinois at Urbana-Champaign
Swanlund Administration Building
601 E. John Street
Champaign, Illinois 61820
PMWise@illinois.edu

President Robert A. Easter
University of Illinois at Urbana-Champaign
108 Henry Administration Building
Urbana, Illinois 61801
PresidentEaster@Uillinois.edu

Mark Filip, Esq.
Chairman – University of Illinois Alumni Association
Kirkland & Ellis
300 N. LaSalle Street
Chicago, Illinois 60654
[redacted]

Re: *Steven Salaita*

Dear Chancellor Wise, President Easter, and Mr. Philip:

I am a member of the Class of 1982. My son, is a member of the Class of 2015.

As an alumnus and parent of a current student, I am shocked, and embarrassed that the University has chosen to allow Steven Salaita to join the faculty of the University starting in the coming academic year. The association between the University and Mr. Salaita is an action that will damage the reputation of the University of Illinois, and one which will affect the support of alumnus of the University by people like myself.

[redacted]

[redacted]

My objection to Mr. Salaita's appointment is based upon his publicly expressed anti-semitic views as reflected in numerous tweets issued by Mr. Salaita over the past week. This is not the type of individual I would expect the University to be associated with and certainly not someone whom I would want providing instruction to students of the University. In fact, I would equate the views espoused by Mr. Salaita as inciting and supportive of terrorist activity.

By way of example, consider the following tweets, which were sent from @stevesalaita on Twitter on the dates indicated below:

July 8: "If your' defending #Israel right now you're an awful human being."

July 15: "The @IDFSpokesperson is a lying motherfucker"

July 19: "Zionists: transforming "anti-Semitism" form something horrible into something honorable since 1948".

July 19: "At this point, if Netanyahu appeared on TV with a necklace made from the teeth of Palestinian children, would anybody be surprised? #Gaza"

July 19: "I repeat: if you're defending #Israel right now, then 'hopelessly brainwashed'; is your best prognosis."

July 19: "In the United States, academic, corporate, or political respectability is available merely by ignoring Israeli ethnic cleansing."

July 20: "#Israel's bombardment of #Gaza provides a necessary impetus to reflect on the genocides that accompanied the formation of the Unites States"

July 20: "Ever wonder what it would look like if the KK had F-16s and access to a surplus population of entrapped minorities? See #Israel and #Gaza"

It is a sad fact that in the present-day, Jewish students on college campuses all over the United States are subjected to criticism and often times harassment and taunting by Arab students and supporters of "Palestinian causes". The atmosphere for many of these students is a tense one and nothing that any student, of any ethnic or minority status should have to be exposed to on a college campus. The views espoused by Mr. Salaita are inappropriate for an academic and are not intended to foster an open dialogue or discussion on the issues. Rather, the use of this type of language and demeanor will only

[redacted]

[redacted]

serve to further exacerbate that tension and to polarize people in the University setting. By allowing this man to join the faculty of the University, the University sanctions and condones this conduct which further exacerbates the already tense environment faced by many Jewish student on campus and damages the reputation of the University.

Moreover, the employment by the University of such a hateful individual affects the standing of the University in the world, in the academic community, and will undoubtedly also affect support that what is otherwise a fine institution will receive from alumni, including myself.

The University must dissociate itself from this and other such individuals if it is to be viewed as a credible institution of higher learning. I urge you to renounce the statement of Mr. Salaita and to prevent him from being employed at the University.

Very truly yours

[redacted]

[redacted]

From: [redacted]
To: Wise, Phyllis M
Subject: Steven Salaita
Date: Friday, July 25, 2014 3:39:08 PM

I am appalled that you have hired this man to be a professor at the University of Illinois. Have you been following his tweets? I am thinking that is not the place where I want my son to go to school. Shame on you for allowing this. I hope quick action is going to be take. I would like a response to this e-mail.

Very unhappy parent and Alum of U of I,

[redacted]

From: [redacted]
To: Wise, Phyllis M
Subject: New professor
Date: Friday, July 25, 2014 5:04:33 PM

The new professor hired Mr. Salaita is an embarrassment to the university and does not deserve to be at our premier state university. His rhetoric concerning the current situation in Israel reflects his lack of intelligence and understanding. I strongly object to his hiring along with countless others. I am speaking as a former alumni who has sent two children to U of I and who has made countless donations and was planning to support the university in the future.

Sent from my iPad

From: [redacted]
To: Wise, Phyllis M
Subject: Steven Salaita
Date: Sunday, July 27, 2014 2:23:22 PM

Chancellor Wise,

As a student of this University, I am extremely disappointed that a man with such extreme views and beliefs with regards to Hamas and Israel, as demonstrated by his twitter account, would be allowed to work here.

I, along with a good majority of my peers ask that something be done about this. I'm sure Steve is very qualified to work here, but if he were to push the views that he so publicly demonstrates on his twitter account, there is no way I would be able to take this mans course.

Ultimately, it's an embarrassment that this man was hired at such a prestigious university.

I would appreciate a response if you've read this.

Have a great day.

[redacted]

From: [redacted]
To: Wise, Phyllis M; President Easter
Subject: Addition of Steven Salaita to University of Illinois Faculty
Date: Sunday, July 27, 2014 5:22:13 PM
Attachments: UofISalaita.pdf

Attached please find my reaction and response to the planned addition of Steven Salaita to the University of Illinois Faculty.

I would ask that you reconsider.
Thank you.

[redacted]

7/28/2014

VIA EMAIL

Chancellor Phyllis M. Wise
University of Illinois at Urbana-Champaign
Swanlund Administration Building
601 E. John Street
Champaign, Illinois 61820
PMWise@illinois.edu

President Robert A. Easter
University of Illinois at Urbana-Champaign
108 Henry Administration Building
Urbana, Illinois 61801
PresidentEaster@Uillinois.edu

Re: *Addition of Steven Salaita to University of Illinois Faculty*

Dear Chancellor Wise and President Easter:

I received my Bachelors of Science in 1983, and Masters in 1987. As an Illinois alumnus, I am shocked, and embarrassed that the University has chosen to allow Steven Salaita to join the faculty of the University starting in the coming academic year. The association between the University and Mr. Salaita is an action that will damage the reputation of the University of Illinois, and one which will certainly affect the support of alumni of the University by people like me. My objection to Mr. Salaita's appointment is based upon his publicly expressed anti-Semitic views as reflected in numerous tweets issued by Mr. Salaita just in the past weeks.

This is not the type of individual I would expect the University to be associated with and certainly not someone whom I would want providing "instruction" to students of the University. There is a difference between an individual's right to free speech, and providing a person a position which could potentially legitimize their hate-speech, incitement, and support of terrorist activity. This type of speech has been included in Mr Salaita's prior writings and, recently in his twitter communications sent from @stevesalaita on the dates indicated below:

> July 8: "If you're defending #Israel right now you're an awful human being."
> July 15: "The @IDF Spokesperson is a lying motherfucker"
> July 19: "Zionists: transforming "anti-Semitism" from something horrible into something honorable since1948".
> July 19: "At this point, if Netanyahu appeared on TV with a necklace made from the teeth of Palestinian children, would anybody be surprised? #Gaza"

[redacted]

July 19: "I repeat: if you're defending #Israel right now, then 'hopelessly brainwashed'; is your best prognosis."

July 19: "In the United States, academic, corporate, or political respectability is available merely by ignoring Israeli ethnic cleansing."

July 20: "#Israel's bombardment of #Gaza provides a necessary impetus to reflect on the genocides that accompanied the formation of the United States"

July 20: "Ever wonder what it would look like if the KKK had F-16s and access to a surplus population of entrapped minorities? See #Israel and #Gaza"

In my college days, I recall vividly the swastika that was painted with shaving cream on the door of my dorm room in 1979. This unearned, but learned, hatred continues today under the guise of "Palestinian causes". Present-day Jewish students on college campuses all over the United States are subjected to criticism, harassment, and taunting by Arab students. The atmosphere for many of these students is tense and nothing that any student, of any ethnic or minority status should be subjected to on any college campus. While dissenting opinions are to be welcomed and shared openly in the college environment, the views espoused by Mr. Salaita are inappropriate and have not been offered as a forum to foster open dialogue or discussion on the issues. Rather, the use of this type of language and demeanor has, and will, only serve to further exacerbate tensions and to polarize opinions on campus. In allowing this man to join the esteemed faculty of the University, you effectively sanction and condone this conduct and increase the pressure faced by many Jewish students on campus. You also damage the reputation and standing of the University in the world, in the academic community, and will undoubtedly also affect the support of what is otherwise a fine institution from alumni, including myself. The University must dissociate itself from this and other such individuals if it is to be viewed as a credible institution of higher learning.

I urge you to renounce the statements of Mr. Salaita and to prevent him from being employed at the University.

[redacted]

From: [redacted]
To: Wise, Phyllis M
Cc: [redacted]
Subject: Steven Salaita
Date: Monday, July 28, 2014 7:28:42 AM

Chancellor Wise-

I hope you were able to enjoy a nice weekend.

We met several years ago at a Foundation event. My wife and I both graduated from the College of Business back in 1980.
We have been supporters of both the College and the University over the years and are members of the Chancellors Circle I believe. Our son is a graduate of the B school and was a [redacted] and our daughter is now entering her senior year in the College of Education.

I must tell you that I am very disappointed in the rhetoric emanating from a recent hire. While I acknowledge the concept of "free speech" and the rights of everyone to express their opinions, I feel that the opinions of Professor Salaita are not well based and quite inflammatory. That said, we feel that someone did not due the proper due diligence when hiring him and as a result the University now finds itself in a position where many of its supporters are going to view their continued affiliation with the school much differently unless something is done here to change the relationship between the aforementioned and your University.

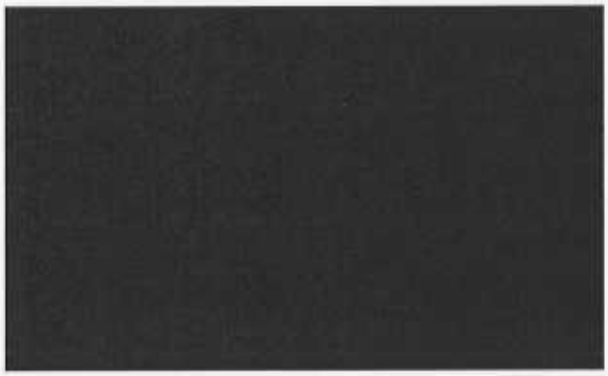
Having been a multiple 6 figure donor to Illinois over the years I know our support is ending as we vehemently disagree with the approach this individual espouses. This is doubly unfortunate for the school as we have been blessed in our careers and have accumulated quite a balance sheet over my 35 year career.

I am not trying to start your week off on a sour note, but I felt that the sooner you were made aware of the issue here the sooner you might be able to address it so as not to disenfranchise others of your alumni.

[redacted]

From: [redacted]
To: Wise, Phyllis M
Cc: [redacted]
Subject: New professor
Date: Monday, July 28, 2014 11:35:39 AM

The new professor hired, Mr. Salaita, has publicly expressed what I view to be extreme views on Israel. While I am a proponent of free speech, I believe that his statements are an embarrassment to the university and he is a liability to our premier state university. I am an alumni, active participant in the business school and recently endowed a scholarship. The character of the professors is a direct reflection on our university. This hiring in my opinion tarnishes our reputation.



From: [redacted]
To: Wise, Phyllis M
Subject: Anti Semitic and Anti Israel PRofessor
Date: Tuesday, July 29, 2014 2:54:04 PM

Dear Chancellor Wise
I am not sure if you had received my email last week, but I would like to reach out once again. Through my three years at the University of Illinois, I was able to call it a home. This school supported me when the [redacted] was not able to. There, i found that people had never met a Jewish man before and really didn't care for my religion. So i Transferred hoping to be more accepted. Once at this fine institution, I was accepted within my own circle. There is anti semitism all around the campus of Illinois, and your and the universities recent hire of Steven Salaita is shameful and really disrespectful. The Jewish minority at the Univeristy is so strong. We don't let the *Wall* that is bound on the quad for a week bother us. WE don't let people saying hatred comments bother us. We don't let some peers comments bother us. What will bother me is the safety of students in Steven Salaitas classroom. He HATES Jewish people. He believes in the Bombings of Israel. Why would my home, my university hire such a man with so much hatred. This is so disrespectful to myself, all the jewish fraternities, Rabbi Dovid, Chabad, Hillel, and all the other Jewish students on campus. With so much pride, why hire such a irritant, fearful, hatred man.Chancellor, this can't be acceptable. Please email or call me when possible, because I would love to talk and find it terrible that this is something that i needed to email you about. I will leave you with quotes from this terrible persons twitter page.

Don't be afraid to condemn #Israel. Staying silent will satisfy only those with power, who will find another way to do you dirty. #Gaza

If you haven't recently been called a terror-loving anti-Semite, then I'm sorry to say that your critique of #Israel is totally weak. #Gaza

My little boy covers his teddy bear with a blanket. All toddlers do such lovely things. Yet #Israel sees them as fit to kill. #Gaza

#Israel considers itself a state for Jews, not a state for its actual residents. That's why we hear about foreign fighters dying in #Gaza.

[redacted]

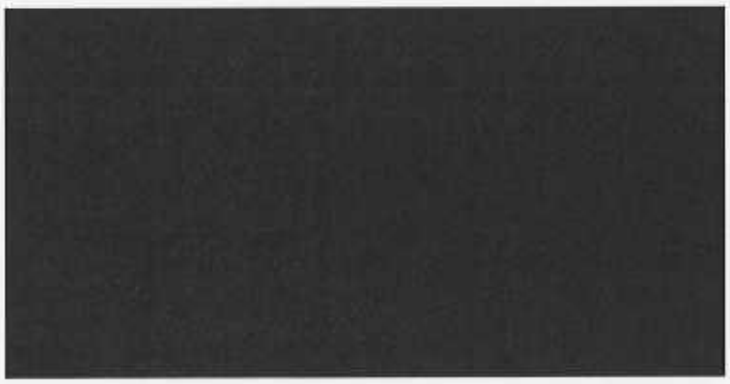
From: [redacted]
To: Wise, Phyllis M
Subject: Troubling news as a UIUC student
Date: Tuesday, July 29, 2014 3:44:41 PM

Dear Chancellor Wise,

It has come to my attention that the University of Illinois hired a professor sending anti-Semitic and anti-Israel tweets constantly throughout the day. As a student at the University of Illinois I want to be able to feel safe and welcomed on campus. I have noticed in recent news that there have been many anti-Semitic protests throughout the world. Most notably in Paris, where many Jews are now moving away to escape the anti-Semitism. I do not want this same fate to come the UIUC.

Steven Salaita has been supporting Hamas, a terrorist organization and saying terrible things about Israel through twitter. In the Hamas Covenant also known as the Hamas Charter it states , "Israel will exist and will continue to exist until Islam will obliterate it, just as it obliterated others before it." As a Jewish member of the University of Illinois Community it concerns me that a teacher is spreading the awful goals of this organization that is targeting the innocent Israeli population. Teachers who outwardly support and spread the propaganda of Hamas should not be teaching in a college that is said to, "Serve the state, the nation, and the world by creating knowledge,preparing students for lives of impact, and addressing critical societal needs through the transfer and application of knowledge." (University of Illinois Who We Are).

I hope that you take his hiring into consideration as a college of this prestige would most definitely not want to look poorly.



From: [redacted]
To: Wise, Phyllis M
Subject: New professor
Date: Tuesday, July 29, 2014 5:13:09 PM

Hi Chancellor Wise,

I hope you have had a nice summer and as excited as I am for the 2014/2015 school year.

I wanted to talk to you about something that has come to my attention and is very disheartening. I am extremely worried about the hiring of Professor Steven Salaita.

Professor Salaita has posted very nasty anti semitic remarks regarding the situation between Israel and Hamas. I feel that he is a poor representation of our exceptional school and reflects poorly on all University staff and administration.

I have talked to many people who said they would feel uncomfortable in his classroom. His personal views create an environment that may cause students to feel unsafe.

I feel all students no matter what side they are on in the conflict or if they remain neutral, will benefit from the removal of Professor Salaita from the UIUC staff.

Thank you for taking the time to read my email. I hope to see you on campus in a few weeks.

Best regards,

[redacted]

Sent from my iPhone

From: [redacted]
To: Wise, Phyllis M
Subject: Thoughts on Steven Salaita
Date: Tuesday, July 29, 2014 6:03:45 PM

Chancellor Wise,

I can only imagine the amount of emails you are receiving about the hiring of Steven Salaita at the University of Illinois. I know that his name is making its way all across social media and many students, parents, alumni, and donors are very upset about his hiring. I come from a long line of UIUC alumni. Not only did my brother, mother, and father attend UIUC but two sets of my aunts/uncles attended as well. I am going to be beginning my senior year at the University this fall, and I have enjoyed my time in C-U thus far. I assume that you already know the background story surrounded Salaita which inspired this controversy over hiring decisions. I therefor do not feel the need to tell you all about his Tweets, posts, articles, published books, etc.

I look at this issue from two different perspectives. First of all, I am a Jewish student studying to become a teacher. I know that elementary schools look at applicants Facebook pages, Twitter posts, Instagram, etc. and likely even Google an applicants name before hiring them. I am making an educated assumption that an elementary school would NOT hire a teacher to educate, shape, and develop the young minds of students when their opinions come from such an extremist point of view. I therefor pose the question: did the UIUC not look into Salaita before hiring him? Did the UIUC not care? What was the thought process here? I believe that everyone is entitled to their own opinions, but I know as a future educator that you are placing yourself in a role models position when you step into the classroom. You are an authority figure whom students look up to for guidance not only in the academics but in their lives as well. In this position wouldn't you attempt to keep your hatred of a group of people out of the public spot light? I also know that teachers work along with a group of their peers. Teachers do not have free rein to teach whatever they want however they want it, nor do they teach alone. Teachers work in cohorts and are in constant collaboration with one another. I feel for anyone in his department with an alternate point of view. I feel that it will create a hostile work environment when he is so outright with his political extremist opinions.

Secondly,I approach this situation from the perspective of a student. Lets say that the University does not fire Salaita and keeps him employed by UIUC- how will the University ensure that Mr. Salaita does NOT punish students of Israeli or Jewish decent in his classroom? Will the University monitor all of his grading with a fine-toothed comb? He degrades anyone defending Israel in this current conflict, what if he learns students in his class are of Jewish decent? If you keep him on your staff at the University I think it will cause more trouble than good. One of his recent tweets reads "Let's cut to the chase: If you're defending #Israel right now you're an awful human being". I think it is safe to say that when someone makes generalized hateful statements about others, it is pretty likely that he will not treat all of their students fairly. As a Jewish student I would NOT feel safe in his classroom. As a teacher you may not love every student you have in your classroom, but you never make that clear to your students. You treat all of your students the same and provide the same love and support to each and every one. Why should this attribute of a teacher not make it on the required list of what you are looking for in college professors?

My freshman year at the University I took [redacted] as most students do. During this course I

did an extensive research paper about the Inclusive Illinois program. The University wants everyone to feel welcomed into the UIUC community and boasts that there are students from such a wide racial and ethnic backgrounds. Do you think that hiring a professor such as Salaita is in line with UIUC Inclusive Illinois mission and standpoint? I have taken some quotes from the Inclusive Illinois page to highlight this issue…

"I will advocate for an accessible, safe, and respectful environment to enhance the living, learning, and working community at Illinois."

"***Inclusive Illinois, one campus, many voices***, is the University's commitment to cultivating a community at Illinois where everyone is welcomed, celebrated, and respected."

As a student at UIUC I am advocating for a safe and respectful learning environment by reaching out to you Chancellor Wise. I hope that my various view points on the matter open your eyes to the bigger picture and implications of keeping him on the University staff other than telling you over, and over about his hateful posts on social media. The first line of the mission statement speaks of 'cultivating a community where everyone is welcomed, celebrated, and respected'… My question to you is that do you think Steven Salaita will welcome, celebrate, and respect each and every individual who not only walks into his classroom to learn, but every student and faculty member at the University? He is not capable of monitoring himself on social media (or he sees no reason why he should), so why would you think he will be able to keep his personal opinion out of the classroom?

Thank you so much for taking the time to read this email. I know you are a very busy person who is placed in a tricky situation. I wanted to voice my opinion in the matter and stand up for what I believe is right.

From: [redacted]
To: Wise, Phyllis M
Subject: A Letter from an Alumni
Date: Tuesday, July 29, 2014 6:22:04 PM

Chancellor Wise,

It has come to my attention that a professor who will be teaching at my alma mater, Steven Salaita, has been all but inclusive and open minded when it comes to the public forum, Twitter. I completely understand that this is an element of free speech but between these hateful Tweets and the "Apartheid Wall" on the quad, I can not remain silent.

As a Jewish student who takes pride in where I spent four years of my undergraduate career, I am disappointed in the way your office is handling these particular matters. Everyone is entitled to their opinion but no student, Jewish or not, should feel unsafe or unwelcome at what is supposed to be a diverse university.

Please reassure me that this matter is being taken seriously.

All the best,

[redacted]
Class of 2012

[redacted]

From: Illinois Chancellor
To: Wise, Phyllis M
Subject: FW: Israeli hate speech from soon to be professor
Date: Tuesday, July 29, 2014 6:59:21 PM

From: [redacted] [mailto:[redacted]]
Sent: Tuesday, July 29, 2014 6:50 PM
To: Illinois Chancellor
Subject: Israeli hate speech from soon to be professor

Hello Chancellor Wise,
I am emailing you with concerns of the possible new professor, Steven Salaita, who may be coming to UIUC. I am an alumni and just graduated from the school, but still care a great deal about it. I find his hatred towards Israel extremely offensive, racist and unacceptable as a professor. UIUC should have professionals who do not criticize or judge another religion or race, as that could be a huge deficit to the students. I have attached an image of his tweets on twitter and hope that this will make you realize his unprofessionalism. Please do not hire this man.
Best,
[redacted]

From: Illinois Chancellor
To: Wise, Phyllis M
Subject: FW: Steven Salaita
Date: Tuesday, July 29, 2014 6:59:47 PM

From: [redacted] [mailto:[redacted]]
Sent: Tuesday, July 29, 2014 6:14 PM
To: Illinois Chancellor
Subject: Steven Salaita

Hello Chancellor,

I hope you are enjoying your summer. I want to let you know how uncomfortable I am with the possibility of someone like Steven Salaita working at the University that I attend. His anti-Semitic and hateful beliefs should not be supported by a prestigious enterprise like the University of Illinois. If he is employed by the University in the Fall I will seriously consider transferring away from the University of Illinois because I can not support a terrible human being like him. I wanted to share this with you because I felt it was important and I trust that you always have the students best interests in mind.

Thank You

From: Illinois Chancellor
To: Wise, Phyllis M
Subject: FW: Prof. Salaita
Date: Tuesday, July 29, 2014 7:00:41 PM

From: [redacted] [mailto:[redacted]]
Sent: Tuesday, July 29, 2014 5:31 PM
To: Illinois Chancellor
Subject: Prof. Salaita

Chancellor Wise-

I was unsure whether to send this email, however, I would regret it if I didn't speak up. I know you may be receiving a number of emails regarding the pending hire of Prof. Salaita at the university. I am sure this is a difficult decision, as professors should not be judged based on personal views. However, I believe that it changes when the professor publicly expresses those views - making possible students uncomfortable.

I am a Jew whose family miraculously escaped death both during the Holocaust and the Suez Crisis in Egypt. I am a supporter of Israel, as well as a supporter of both Israelis and Palestinians living together in peace. But this conflict hits close to home for a deeper reason. My older sister made aliyah (moved to Israel) about 2 years ago, now serving in the IDF. Every time I see a rocket alert, a breaking news story about the death of an Israeli soldier or a Palestinian child, my heart stops. While I am constantly worried, I am incredibly proud of my sister as she protects the State of Israel.

This professor is spreading Israel hatred and anti Semitism across his twitter page. Articles online call him a pro jihadist and a Hamas supporter. I was brought up to accept all cultures/religions/opinions. However, in light of recent events in Israel and the possible Anti-Israel movement coming to Illinois this year, I feel unsafe having this man on campus.

Knowing this professor -- who has the ability to tap into students' brains -- can possibly teach his offensive beliefs in class makes me sick to my stomach. I fear for the (mentality of) prospective students in Prof. Sataila's class, especially is he finds out they are Jewish or even pro-Israel. Will he treat them fairly? Will he criticize their beliefs in class?

I know there are many aspects of this issue that I couldn't understand, but the most important thing is safety. It is the administration's job to make sure student's feel safe. In the end, I know the administration will do what they feel is best for the entire university.

Thank you for your time,

[redacted]

From:	Illinois Chancellor
To:	Wise, Phyllis M
Subject:	FW: Professor Steven Salaita
Date:	Tuesday, July 29, 2014 7:01:32 PM

From: [redacted] [mailto[redacted]]
Sent: Tuesday, July 29, 2014 4:38 PM
To: Illinois Chancellor
Subject: Professor Steven Salaita

Chancellor Wise,

I feel it is extremely inappropriate for the university to hire someone who shares his prejudiced views so publicly for the world to see.

I fear that if Professor Salaita is allowed to teach at our great university, he will force his hateful, anti-semetic views on innocent students. With tensions flaring in the Middle East, this is almost a certainty.

Simply put, I do not believe Professor Salaita should be allowed the privelage to teach at the University of Illinois.

Sincerely,
[redacted]

From: [redacted]
To: Wise, Phyllis M
Subject: Please read
Date: Tuesday, July 29, 2014 8:17:00 PM

Greetings,

As a member of the [redacted] employee, and a proud graduate College of Business in Finance and Accountancy Majors, I am deeply disappointed from the hire of Steven Salaita. I cannot stress enough how many times the [redacted] employees discuss this matter in the hallways & kitchens across our office - especially after [redacted] is considering of giving money and sponsoring the new basketball arena among other donations to the business school and such.

I believe our school is exactly the opposite of the new professor's ideology who is spreading Israel hatred and anti semitism across his twitter page. Articles found online are calling him a pro jihadist and a Hamas supporter (The same Hamas that the FBI titled a terorist organization).
This would be a terrible hire for the university especially with a possibility of the anti Israel BDS movement coming to Illinois this year.

I hope my voice will make a change and am afraid that if not then I will have to ban the school from my life, the same school I learned to love & support (financially as well) during the years.

Thank you,

[redacted]

From: [redacted]
To: Wise, Phyllis M
Cc: ahr@illinois.edu
Subject: Urgent Request to Review Hiring of Steven Salaita
Date: Tuesday, July 29, 2014 9:08:26 PM

Dear Chancellor Wise and University of Illinois Administration,

My name is [redacted] and I am an alum of UIUC (LAS 2013). I hope this letter finds the Chancellor well, however the circumstances under which I write are disappointing. As you probably know, the conflict in the Middle East has, unfortunately, continued to escalate. This has led to increased tension between those who support Israel and those who wish to see it destroyed. Though everyone is entitled to their own political opinion and expression of it, there must never be the wish of death or the delegitimization of a people. Instead, there must be encouragement of peace and the recognition of both Palestinians and Israelis to live in a land of their own with political and social harmony.

Mr. Steven Salaita, who is being considered for hiring at UIUC, has used social media to perpetuate hate and antisemitism. How can the University of Illinois, which claims in its Statement of Diversity, "The institution thus values inclusion and a pluralistic learning and research environment...", hire such an individual? Mr. Salaita cannot work for a university whose ideals run counter to his beliefs, and it would be an affront to any pro-Israel or Jewish student who may be in his classes.

Mr. Salaita Tweets (www.twitter.com/stevesalaita):

"Let's cut to the chase: If you are defending #Israel right now you're an awful human being." (Jul 8, 2014. 11:46pm)

"The @IDFSpokesperson is a lying M**********" (Jul 15, 2014. 8:23am) -- I have taken the liberty of inserting "*" as I refrain from such abrasive language.

"Ever wonder what it would look like if the KKK had F-16s and access to a surplus population of entrapped minorities? See #Israel and #Gaza." (Jul 20, 2014. 10:14am)

These are a few among other disgusting and offensive Tweets. How can those with differing opinions ever feel comfortable or safe in the presence of Mr. Salaita whose zealousness clearly demonstrates his hate for another racial and religious group? It is without a doubt that Mr. Salaita's presence on campus would not only intimidate others, but would contribute to the spread of hate messages and anti-antisemitism.

I ask the Chancellor and the rest of the UIUC administration to refrain from hiring Mr. Salaita or to immediately terminate his contract if he has already been hired. His working for UIUC would be a disgrace to the university, the education it provides, and the safety and comfort that students and parents alike expect to feel there.

Sincerely,

[redacted]

From: [redacted]
To: Wise, Phyllis M
Subject: Professor Salaita
Date: Wednesday, July 30, 2014 8:19:18 AM

Good morning Chancellor Wise,

My name is [redacted] and I completed my Masters degree from the UIUC in 2011. I was alerted to the controversy regarding Professor Salaita via a friends facebook post and would like to offer my **support** in his hiring, or at least ignoring the twitter posts from your decision. He offers what may be an inconvenient and unpopular viewpoint to many; however as a teacher, I have come to fully believe that is what makes for the richest of educational experiences.

I will admit to not knowing a whole lot about the current or historical situation between Israel and the Palestinians. However, Israel has more than enough spokespeople within our country, their opponents do not need to be further silenced.

The Daily Caller highlighted some of his "obnoxious" tweets, and while they may be aggressive and blunt, I struggled to find anything that would warrant being disqualified from teaching at the institution I hold near and dear to my heart.

--

[redacted]

From: [redacted]
To: Wise, Phyllis M
Subject: Anti Israel Professor
Date: Wednesday, July 30, 2014 2:42:23 PM

Hello Chancellor Wise-

I am sure that you have heard about the controversy surrounding the hiring of Professor Steven Salaita throughout the past couple of weeks. I as well as many other Jewish students on campus at the University of Illinois are very concerned about the hatred and anti Israel and anti - semitic rhetoric of Professor Salaita. I urge you if you have not already done so to look at his twitter page that is full of awful messages and tweets regarding Israel and Jews.

With the significant rise of anti semitism around the world as seen in Paris, Berlin, Zurich, Calgary, Chicago, Istanbul, Antwerp, Boston, and Miami Beach this past weekend it seems as if the world has turned the clocks back to Germany in the 1930's. I have already seen many anti semitic events throughout my time at the University of Illinois and the hiring of this professor will only increase the distaste toward Jewish students on campus. Professors are using their academic influence to teach students their views regardless of how much hatred that may cause.

This type of propaganda is not preaching the peace that is needed to solve the conflicts in the Middle East it is simply engraining entire generations with the hate of Jews and the State of Israel. Anti Israel protests are currently being used to spread massive amounts of anti semitism in countries and cities across the world right now. They are not preaching for a Palestinian State they are preaching for destruction of Israel and the death of all Jews. Supporters of Hamas targeting innocent Israelis and Jews should not be teaching in a university at the caliber of the University of Illinois. The first line of the Hamas Charter specifically calls for the destruction of Israel and Jews across the world. This will only deepen the hatred and conflict between both sides and is a grave mistake by the university. Not to mention he is terribly unprofessional. Based on his very public comments, I would feel threatened to be in a classroom, let alone on campus with him. A professor, who in a public forum openly called myself and fellow Israel supporters, "awful human beings" would not treat a classroom with the equality it deserves. Professor Salaita would be a detriment to the entire campus community. Please see the attached tweets from Professor Salaita's twitter page and view his entire twitter page. The University must seriously question the hiring of this man.

Thank you,
[redacted] & The Jewish Community of Champaign Urbana

--

[redacted]

Steven Salaita Follow
@stevesalaita

Ever wonder what it would look like if the KKK had F-16s and access to a surplus population of entrapped minorities? See #Israel and #Gaza.

10:28 AM - 20 Jul 2014

11 RETWEETS **7** FAVORITES

Steven Salaita Follow
@stevesalaita

At this point, if Netanyahu appeared on TV with a necklace made from the teeth of Palestinian children, would anybody be surprised? #Gaza

10:24 PM - 19 Jul 2014

65 RETWEETS **36** FAVORITES

Steven Salaita Follow
@stevesalaita

The @IDFSpokesperson is a lying motherfucker.

8:23 AM - 15 Jul 2014

8 RETWEETS **15** FAVORITES

Steven Salaita Follow
@stevesalaita

Let's cut to the chase:

If you're defending #Israel right now you're an awful human being.

11:46 PM - 8 Jul 2014

34 RETWEETS **27** FAVORITES

From: [redacted]
To: Wise, Phyllis M
Subject: Steve Salaita
Date: Wednesday, July 30, 2014 2:52:12 PM

Chancellor Wise,

Going into my Senior year of college I am met with great joy. Whether it be the upcoming football season, the new friends I will meet in my classes, or simply the last year I will spend on the greatest place on Earth, I am very excited to see what this school year has to offer. However, I, along with many of my classmates, have been irked with the hiring of Professor Steven Salaita.

No matter what his views are--pro Israel, pro Hamas, pro Man, pro Woman--a man as radical as him should not be penned with the job of teaching growing minds like mine. While I would never take a class taught by him, I am scared that others will without knowing who he is. I am scared that he will impose his views on one student. I am scared that he will impose his views on hundreds.

With the growing amount of anti-semitism around the world especially in Paris, Berlin, Zurich, Calgary, Chicago, Istanbul, Antwerp, Boston, and Miami Beach, it is a crazy thing to think that it will not travel to Champaign. In fact, there have been many anti semitic events throughout campus this past year and there will be many more this upcoming school year. I am the last one to muzzle free speech, but preaching hate is something that should not be allowed at UIUC.

With all the misinformation presented in the media today regarding the crisis in the Middle East, the last thing we need on campus is a hate preaching professor that can do God only knows how much harm to the thoughts of the students on campus. I urge you to please reconsider his hiring and ultimately choose to terminate his employment.

Oskee Wow Wow,

[redacted]

From: [redacted]
To: Wise, Phyllis M
Subject: Regarding New Hire
Date: Wednesday, July 30, 2014 3:30:38 PM

Good afternoon Chancellor Wise,

To introduce myself, my name is [redacted] and I am currently a student at the University of Illinois. I am writing to you, as I am sure many other students are, about the hiring of Professor Steven Salaita. I am very concerned regarding Professor Salaita's hatred and anti Israel and anti - semitic rhetoric. Although everyone is entitled to one's own opinion, I strongly believe professors have an immense influence on the ideas and beliefs that students hold. With intent to be an educator myself, I urge you to reconsider hiring someone who has already proven to have strong and hateful ideas and someone who is not afraid to show them (on Twitter for example). On the contrary, professors and educators alike should be preaching for peace in the conflicts occurring in the world and in the Middle East situation regardless of personal views. The University of Illinois has the responsibility of living up to the moral high ground that we, as students, expect of it; therefore, it must review the hiring of this professor.

Thank you for your time and all that you do for this University,
[redacted]

From: [redacted]
To: Wise, Phyllis M
Subject: The Hiring of Professor Steven Salaita
Date: Wednesday, July 30, 2014 3:37:28 PM

Dear Chancellor Wise,

I am a rising junior in LAS, and am also Jewish. It has come to my attention that the University of Illinois has hired Professor Steven Salaita to join the academic staff and teach courses to university students. I'm sure you are aware of the controversy surrounding Professor Salaita's Twitter page which expresses his, in my opinion, upsetting, beliefs regarding Israel, which in many of his tweets, he attributes to the Jewish religion. I firmly believe that every individual has the right to have and voice their own opinions. However, this right cannot be held up when it endangers others.

Thankfully, I personally have never encountered any anti-Semitism, but know quite a few peers who have, even on the University of Illinois campus. Anti-Semitic remarks and actions can be emotionally and/or physically harmful and stem from ignorance and a lack of education about Judaism as a religion and the Jewish ethnicity. For a professor who is very open about his Anti-Israel and Anti-Semitic beliefs to come to our campus and spread his beliefs to an already large enough population of students who don't know enough about the topic, could be incredibly damaging to the Jewish and Pro-Israel students and faculty on campus. I would like to finish my next couple of years at the university peacefully, and at graduation be able to think back on my time here with dignity and pride that University of Illinois faculty and students respect me and my culture. However, having a professor on campus, whose job is to teach and shape students' minds, with the very open beliefs that Steven Salaita does will only more greatly alienate the Jewish community on campus and beyond.

I hope that for these reasons and the overall safety of campus, the University of Illinois will reconsider the decision to hire Professor Steven Salaita.

Thank you for your time and consideration,
[redacted]

From: [redacted]
To: Wise, Phyllis M
Subject: Professor Salaita
Date: Wednesday, July 30, 2014 6:02:57 PM

Dear Chancellor Wise,

I know you're probably receiving a lot of emails about the controversy regarding the hiring of Professor Salaita, and you probably won't even read this email, but I still felt the need to send one as well to voice my concerns. I feel ashamed to attend a university that would even consider hiring this man. His twitter page is one of an absolute extremist. Anyone who questions his extreme beliefs, he belittles. What kind of educator reacts this way to questions about his beliefs? It is not only unprofessional, but embarrassing that he finds the need to react in that way. In one of his tweets, he calls anyone who defends Israel "an awful human being". I am a huge Israel supporter and am a part of organizations on our campus that support Israel. As a student of your university, I shouldn't have to be worried about this extremist who considers me an awful human being. With anti-Semitism growing around the world with the current situation of Gaza, I am genuinely worried that with the help of this professor, it could grow on our campus. Do you want to run a university where your students don't feel safe? I ask you and the university to please reconsider the hiring of this man.

Thank you,

[redacted]

From: [redacted]
To: Wise, Phyllis M
Subject: Steven Salaita
Date: Wednesday, July 30, 2014 8:09:53 PM

Chancellor Wise,

I am emailing you about the recent hiring of Steven Salaita. I am an involved Jew on campus. I am a member of a Jewish fraternity and involved with many other organizations dealing with my religion. I wanted to state my opinion on the hiring of this man to you as you are the most powerful person of authority on campus. Steven Salaita is hateful and anti-Semitic. That is a fact that I and others in the Jewish community of the University of Illinois see plainly. If he is allowed to spill his hate on campus it is a bad portrayal of the open and caring university that I see everyday. As a Jew, I feel uncomfortable with him on campus and on faculty. It is utterly offensive to the Jewish community of the school to have him paid by this university. He has repeatedly been an opponent of the state of Israel and of Jews in general as can be seen on his twitter feed. Many of these statements I find personally offensive and frankly unbecoming of an academic at any university especially my own. It is a poor reflection on the leadership of this university that such a person is accepted here.

Sincerely,
[redacted]

From: [redacted]
To: Illinois Chancellor; Wise, Phyllis M
Subject: University of Illinois"s decision to higher Prof. Steven Salaita
Date: Wednesday, July 30, 2014 10:21:30 PM

Dear Chancellor Wise,

I am a Jewish college sophomore from the Chicago area. Although I do not attend the University of Illinois myself, my father attended this wonderful school, and I have family and friends that are currently attending this prestigious university. I have been a fan of the Fighting Illini, I strongly considered this school in my college decision, and I will be considering the University of Illinois for graduate school. I feel a connection with the university, and my view of this school has been mainly positive. However, I am disappointed with the university's decision to hire Professor Steven Salaita.

I believe that diversity is an important part of a university's success, especially with a university as large as the University of Illinois. I respect the fact that people have views that may disagree with my own. However, a line must be drawn when such views turn into pure bigotry. Mr. Salaita is posting tweets and sharing articles about Judaism, Israel, and Zionism that do not have factual backing, and is using so to express a hatred towards Israel and the Jewish people. Such radicalism that Mr. Salaita preaches is contributing to the sharp rise in anti-Semitism that has occurred recently. By exposing students who might not know Mr. Salaita's views to his views, Mr. Salaita could use false information to influence others to his hate-filled cause. Mr. Salaita's tweets show that he is not afraid to state his views. This is a future University of Illinois professor that tweeted "(expletive) you, #Israel. And while I'm at it, (expletive) you, too, PA, Sisi, Arab monarchs, Obama, UK, EU, Canada, US Senate, corporate media, and ISIS" (The News Gazette). This is a professor who tweeted that "Jewishness is inherently violent" and that "By eagerly conflating Jewishness and Israel, Zionists are partly responsible when people say antisemetic (expletive) in response to Israeli terror" (Twitter, Steven Salaita). This is a professor who wrote a book called "Israel's Dead Soul".

This vitriol and hatred towards Israel and Jewish community shows an intolerance and bigotry that does not reflect the open-mindedness and diversity of such a prestigious university as the University of Illinois. Anti-Semitism has shown a sharp rise recently. Synagogues in France and Germany are being attacked (The Independent). The British Newspaper *The Daily Mail* has reported a rise in anti-Semitism in Britain (Daily Mail). Similar stories have occurred in Turkey, the Netherlands, Belgium, and the U.S, including places like Clarksville, Tennessee, Miami Beach, and other locations in Miami-Dade County, where I currently attend college. With media outlets presenting information that is not always 100% true, information that is skewed towards a political bias, or information that leaves out other essential facts, having a professor on campus that spreads misinformation in an attempt to garner support for his anti-Israel agenda only worsens the epidemic that is intolerance, bigotry, and anti-Semitism.

The University of Illinois says on its web site that it serves "the state, the nation, and the world by creating knowledge, preparing students for lives of impact, and addressing critical societal needs through the transfer and application of knowledge" (University of Illinois). Mr. Salaita's actions do not represent the viewpoint above, and he does not represent the values, morals, and people of the university. As a supporter of the University of Illinois, I implore you to reconsider and realize the depth of the university's actions in hiring this professor, and I urge

you to act in support of peace, tolerance, and open-mindedness and to choose terminate Mr. Salaita.

I look forward to hearing from you soon.

Sincerely,

[redacted]

Works Cited

http://www.ynetnews.com/articles/0,7340,L-4549698,00.html
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https://twitter.com/stevesalaita
http://illinois.edu/about/about.html

[redacted]

From: [redacted]
To: Wise, Phyllis M
Subject: Professor Steven Salaita
Date: Wednesday, July 30, 2014 10:40:32 PM

Hello Chancellor Wise,

I am sure that you have heard about the controversy surrounding the hiring of Professor Steven Salaita throughout the past couple of weeks. I, as well as many other students on campus at the University of Illinois, are very concerned about the hatred and anti Israel and anti - semitic rhetoric of Professor Salaita. I urge you if you have not already done so to look at his twitter page that is full of hateful messages and tweets regarding Israel and Jews.

With the significant rise of anti semitism around the world as seen in Paris, Berlin, Zurich, Calgary, Chicago, Istanbul, Antwerp, Boston, and Miami Beach this past weekend it seems as if the world has turned the clocks back to Germany in the 1930's. I have already seen many anti semitic events throughout my time at the University of Illinois and the hiring of this professor will only increase the distaste toward Jewish students on campus. Professors are using their academic influence to teach students their views regardless of how much hatred that may cause. Many of my closest friends are Jewish and I would be disappointed if campus turned into a place where they felt both unsafe and unwelcome.

Please see the attached tweets from Professor Salaita's twitter page and view his entire twitter page. The University must seriously question the hiring of this man.

Thank you,
[redacted]

From: [redacted]
To: Wise, Phyllis M
Subject: Professor Salaita Concerns
Date: Thursday, July 31, 2014 2:35:44 PM

Chancellor Wise,

I am writing to you in order to voice my concerns over the hiring of Professor Steven Salaita because after seeing his posts on social media, I feel threatened. I understand that he is entitled to his own opinions, being anti-Israel is his right, however it is the manner in which he is displaying these beliefs that I do not agree with. Not only are his posts unprofessional, but they are also derogatory and demeaning. Speaking in such a way about any group of people is unacceptable by my standards, regardless of their race, background, or beliefs. As a student, I would fear to take a class with any professor with such unprofessional and harmful methods. I urge you to reconsider the hiring of this man because no student should have to experience the discomfort and fear of learning from someone publicly displaying so much hatred.

Thank you,
[redacted]

From: [redacted]
To: Wise, Phyllis M
Subject: Hiring of Professor Steven Salaita
Date: Thursday, July 31, 2014 2:58:10 PM

Chancellor Wise,

I am writing to share my concerns about the hiring of Professor Steven Salaita at the University of Illinois. His extreme anti-Israel views are broadcasted all over his twitter account in a very unprofessional manner, which is concerning to the Jewish community at the university and all over the world. As a student at the university, I would feel very uncomfortable knowing that a professor with such extreme anti-Israel views who isn't afraid to share his hatred is affiliated with the university.

While I understand we cannot punish Professor Salaita for his opinions as he is entitled to believe anything he wants, it is the way that he is preaching his beliefs and hatred that is concerning and an issue in my opinion. It is not the position of a college professor to push his or her beliefs on students. I am concerned that this would become an issue with Professor Salaita due to his strong beliefs and willingness to share these beliefs. College professors should encourage their students to develop their own views based on facts and evidence instead of preaching their own beliefs onto students at a very impressionable point in our lives. Many college students look up to their professors as mentors, so it is concerning that some students may have their views swayed by Professor Salaita. In addition, his posts on social media are very derogatory and degrading. It is wrong for any person to speak about a group of human beings in that way, no matter what race, religion, background, or beliefs they may have.

I encourage you to investigate this issue further and strongly reconsider the hiring of Professor Salaita because no student should have to experience the discomfort and fear of learning from someone who publically displays so much hatred.

Thank you,

[redacted]

From: [redacted]
To: Wise, Phyllis M
Subject: Professor Steven Salaita
Date: Thursday, July 31, 2014 4:43:42 AM

Dear Chancellor Wise,

I am [redacted], a rising junior at the University of Illinois and I am currently sitting in Tel-Aviv, Israel witnessing and experiencing the Israel-Hamas war first hand. I am sure that you have heard about the controversy surrounding the hiring of Professor Steven Salaita throughout the past couple of weeks. I as well as many other Jewish students on campus at the University of Illinois are very concerned about the hatred and anti Israel and anti - semitic rhetoric of Professor Salaita.

There is a global rise in anti-semitism, similar to the 1930's and we can not turn out backs to this. Bombings targeting Jewish synagogues in Paris, hundreds of thousands Hamas supporters in Chicago. It is impossible to look the other way. I have to tell you Professor Salaita's tweets are disgusting. He as well as much of the world forget that Hamas is using human shields to stand in the way of fire, as well as killing those who try to evacuate areas. His views are threatening to myself, and I do not feel comfortable walking around campus knowing he hates Jews. He is a public figure at a public university that does not take sides in conflicts such as these. Yet, with the hiring of Salaita, the University of Illinois is making a great mistake and hiring what I consider a Jihadist. He is an outright Jew-hater and we have no place for this on campus. He does not call for peace, he calls for the destruction of Israel and this is utterly unacceptable.

Overall, I would love to sit down with you, or create a dialogue between us because I feel threatened that a man like this can be hired by our university. I will attach some of his tweets although I am sure they have been brought to your attention.

Thank you, [redacted]

From: [redacted]
To: Wise, Phyllis M
Subject: Steven Salaita Concern, please read.
Date: Thursday, July 31, 2014 5:23:54 PM

Chancellor Wise,

I am sure that the controversy surrounding Professor Steven Salaita throughout the past couple of weeks has come to your attention. I, as well as many other Jewish students on campus at the University of Illinois, are very concerned about the hatred and anti-semitic rhetoric of Professor Salaita. I strongly urge you, if you have not already, to read his twitter page, full of distasteful messages and tweets regarding Israel and the Jewish People.

With the significant rise of anti-semitism around the world as seen in Paris, Berlin, Zurich, Calgary, Chicago, Istanbul, Antwerp, Boston, and Miami Beach this past weekend, it seems as if the world has turned the clocks back to Germany in the 1930's. I have already seen many anti-semitic events throughout my time at the University of Illinois. Employing this professor will only increase the hatred toward Jewish students on campus. Professors are using their academic influence to teach students their views regardless of how much hatred it could cause. This type of propaganda is not preaching the peace that is needed to resolve this conflict in the Middle East and others like it around the world. It is simply entrenching entire generations with the hate of Jews and the State of Israel. Anti-Israel protests are currently being used to spread massive amounts of anti-semitism in countries and cities across the world right now. They are not preaching for a Palestinian State, but rather for the destruction of Israel and the death of all Jews. The first line of the Hamas Charter specifically calls for the destruction of Israel and Jews across the world, again, a similar motive to the Nazi's in the 30s and 40s. This will only augment the hatred and conflict between both sides of this horrendous war and is a huge mistake by the university. The University must seriously question the hiring of this man. I believe that it is unfair for such a prestigious university to even contemplate the employment of such an ill-minded man. The University of Illinois webpage on diversity states, "I will advocate for an accessible, safe, and respectful environment to enhance the living, learning, and working community at Illinois." Let's make sure these values stay true.

Thank you,

[redacted]

From: [redacted]
To: Wise, Phyllis M
Subject: Professor Steven Salaita
Date: Thursday, July 31, 2014 9:56:00 PM

Dear Chancellor Wise,

I am emailing you today to give you my opinion about the hiring of Professor Steven Salaita. Professors are supposed to shape our education, lead us through one of the largest learning experiences of our lives.

Students make deep bonds with professors through research and joint projects. When a professor decides to take such anti-semitic standpoints, as Professor Salaita has, that can lead to his views being transferred to students which they can then pass on to their kids and people close to them. Such hatred towards the Jewish people is exactly what lead to the mass murder of millions in Germany. By allowing Professor Salaita to spread his hatred to the youth of our nation, the University is condoning that action.

According to the Hamas charter, the Jewish people "have only negative traits and are presented as planing to take over the world" and that "Israel will exist and continue to exist until Islam will obliterate it." Those quotes are eerily similar to ones made by Adolf Hitler when he was rising to power in Nazi Germany, "the personification of the devil as the symbol of all evil assumes the living shape of the Jew." History shows us that putting people with those views in any position of power, be it leader of a nation or a professor who can influence the lives of thousands of students, results in genocide. Please do not allow that.

Our people are currently under constant missile fire in Israel because the hatred that Professor Salaita demonstrates is actually encouraged in the Middle East by Hamas and other extremist Muslims. Not only that but anti-semitism in general has been growing recently in Europe. Anti-semitic actions are on the rise in countries such as France and Belgium. If students were to think those actions were condoned because their professor was allowed to say things against Jewish people, what is to stop anti-semitic acts to happen on our own campus?

I am grateful for everything this University has to offer me, and am glad that I have the freedoms granted to me as a citizen of this great country. Yet, I cannot sit idly by while my friends, family and people I never have or will meet are verbally and physically attacked for their religion, of all things. That is not the country I grew up in, that is not what this country was founded on, and that is not a place I want to be a part of. I want this University to be the best it can possibly be, which is why I felt the need to tell you my opinion on this matter. I strongly urge you to make a logical decision that is in the best interest of this great University.

Thank you,
[redacted]

From: [redacted]
To: Kaler, Robin Neal; Wise, Phyllis M
Subject: Re: Anti Semitism in Champaign Urbana
Date: Sunday, August 03, 2014 1:21:56 AM
Attachments: Tweets.png

Associate Chancellor Kaler,

Thank you for getting back to me and spreading my concern to the board of trustees. I was hoping that you would also be able to forward these other tweets to the board of trustees. This man has continued to write tweets regarding the destruction of Israel and hatred towards Jews living in the Land of Israel. We are constantly encouraged to represent the University of Illinois in a productive and intelligent way and Professor Salaita is doing the complete opposite. These tweets are disgusting, anti semitic, unintelligent, and completely unprofessional in every sense of the word not to mention completely false.

Many younger Jewish students that I know from my community are no longer planning on applying to the University of Illinois because of the offensive and disgusting rhetoric of Professor Salaita. Hiring this man will poison the minds of hundreds of students at the University of Illinois. Please do not make such a grave mistake. Hamas calls for the death and destruction of Jews in the first line of their Charter in Israel and across the world. Professor Salaita agrees with them.

Thank you,
[redacted]

On Jul 29, 2014, at 11:05 PM, Kaler, Robin Neal <rkaler@illinois.edu> wrote:

> Dear [redacted]
>
> Thank you for writing to Chancellor Wise to express your concerns about the possibility of Steven Salaita joining the faculty of the University of Illinois at Urbana-Champaign.
>
> While I cannot comment on any specific employment decisions of the university, pursuant to the governing documents for the university the final decision for any faculty appointment at the level of assistant professor or above rests with the Board of Trustees. I, therefore, have passed your concerns along to the Secretary of the Board of Trustees.

Warm regards,

Robin Kaler
Associate Chancellor for Public Affairs

From: [redacted]
Date: July 29, 2014 at 3:07:51 PM CDT
To: <pmwise@illinois.edu>
Subject: Anti Semitism in Champaign Urbana

Hello Chancellor Wise,

I am sure that you have heard about the controversy surrounding the hiring of Professor Steven Salaita throughout the past couple of weeks. I as well as many other Jewish students on campus at the University of Illinois are very concerned about the hatred and anti Israel and anti - semitic rhetoric of Professor Salaita. I urge you if you have not already done so to look at his twitter page that is full of awful messages and tweets regarding Israel and Jews.

With the significant rise of anti semitism around the world as seen in Paris, Berlin, Zurich, Calgary, Chicago, Istanbul, Antwerp, Boston, and Miami Beach this past weekend it seems as if the world has turned the clocks back to Germany in the 1930's. I have already seen many anti semitic events throughout my time at the University of Illinois and the hiring of this professor will only increase the distaste toward Jewish students on campus. Professors are using their academic influence to teach students their views regardless of how much hatred that may cause.

This type of propaganda is not preaching the peace that is needed to solve the conflicts in the Middle East it is simply engraining entire generations with the hate of Jews and the State of Israel. Anti Israel protests are currently being used to spread massive amounts of anti semitism in countries and cities across the world right now. They are not preaching for a Palestinian State, they are preaching for destruction of Israel and the death of all Jews. Supporters of Hamas targeting innocent Israelis and Jews should not be teaching in a university at the caliber of the University of Illinois. The first line of the Hamas Charter specifically calls for the destruction of Israel and Jews across the world. This will only deepen the hatred and conflict between both sides and is a grave mistake by the university. Please see the attached tweets from Professor Salaita's twitter page and view his entire twitter page. The University must seriously question the hiring of this man.

Thank you,
[redacted] & The Jewish Community of Champaign Urbana

Steven Salaita Follow
@stevesalaita

Ever wonder what it would look like if the KKK had F-16s and access to a surplus population of entrapped minorities? See #Israel and #Gaza.

10:28 AM - 20 Jul 2014

11 RETWEETS **7** FAVORITES

Steven Salaita Follow
@stevesalaita

At this point, if Netanyahu appeared on TV with a necklace made from the teeth of Palestinian children, would anybody be surprised? #Gaza

10:24 PM - 19 Jul 2014

65 RETWEETS **36** FAVORITES

Steven Salaita Follow
@stevesalaita

The @IDFSpokesperson is a lying motherfucker.

8:23 AM - 15 Jul 2014

8 RETWEETS **15** FAVORITES

Steven Salaita Follow
@stevesalaita

Let's cut to the chase:

If you're defending #Israel right now you're an awful human being.

11:46 PM - 8 Jul 2014

34 RETWEETS **27** FAVORITES

[redacted]

From: [redacted]
To: Wise, Phyllis M
Subject: Fwd: Professor Steven Salaita
Date: Monday, August 04, 2014 9:40:08 AM

Dear Chancellor Wise,

I hope that you are having a nice summer. I have sent this email to both of your email addresses, as I am unsure which is the best way to contact you.

I am reaching out to you regarding the recent hiring of Professor Steven Salaita. I know I am not the first person to contact you regarding this issue, but I hope that you will be open to hearing what I have to say.

As I am sure you are aware, Professor Steven Salaita has been using twitter as an platform to voice his anti-Semitic and anti-Israel opinions. I am fully aware that he is allowed to have his own opinion, but his rhetoric is beyond hateful and inappropriate.

As a Jew, I do not feel comfortable knowing that the University of Illinois allows and supports this sort of behavior. I am currently an incoming senior, and while this is not the first time I have felt antisemitism at the University of Illinois, this is by far the most extreme and hurtful case.

I urge you to take action and reconsider the hiring of this man. He clearly does not have an open mind regarding this topic, which is concerning. As a professor having an open mind is a necessary trait for a professor. Additionally, this sort of behavior is extremely unprofessional and should be questioned.

Thank you for your time, and I look forward to hearing from you.

[redacted]

[redacted]

From: [redacted]
To: Wise, Phyllis M; President Easter; uibot
Subject: Regarding the Hiring of Mr. Steven Salaita
Date: Monday, August 04, 2014 1:00:22 PM

Dear Chancellor Wise, President Easter, and members of the Board of Trustees:

As a current student in the Class of 2015, I would like to voice my opinion on the hiring of Mr. Steven Salaita.

Our universities have a responsibility to be centers of open discussion and discourse on all issues. The importance of this role in our society cannot be understated, especially as this latest bout of fighting between Israel and Hamas in the Gaza Strip becomes the most polarizing and discussed issue today. In a time like this, I would hope that our University would act as an arena for open and respectful discussion between people with varying opinions and beliefs on this issue. Without speaking to those who hold alternative opinions, how can one hope to have a fully-formed position on any subject? However, when opposing viewpoints are met with hostility, disrespect, and bigotry, the principles and value of the University are threatened. This is why I feel both threatened and disheartened at the prospect of Steven Salaita joining the faculty at the University of Illinois.

I welcome discussion and discourse with anyone who disagrees with me on this issue, and I know that I could benefit from hearing those who hold different opinions. However, behavior shown by Steven Salaita in public forums, namely his Twitter account, show that he is unwilling and incapable of holding or fostering a respectful conversation with anyone who does not share his views. There are several examples in which Mr. Salaita actively discourages having any sort of discussion with "Zionists." Several times a day, he tweets inflammatory statements using straw man fallacies to accuse all "Zionists" of promoting child-murder and colonialism, and often mentioning how they are undeserving of discourse. I recognize the frustration that many people have with Israel in this conflict, and I share some of that frustration as well. But Mr. Salaita has shown that he has no interest in talking to anyone who supports Israel. Is this the kind of attitude that should be present at our University? I hope that you agree that it is not, especially from a faculty member. Alarming enough is Mr. Salaita's unwillingness to even hear opposing views, as well as encouraging his followers to do the same, but what truly crosses the line is his anti-Semitic rhetoric, inciting hatred and more polarization that makes Jewish students, such as myself, uncomfortable and unsafe.

What I found most alarming was this tweet: "Zionists: transforming 'antisemitism' from something horrible into something honorable since 1948." Calling anti-Semitism honorable should be evidence enough that Mr. Salaita is not qualified or capable of providing a a safe and respectful learning environment for his students. I ask you if you can ensure that a student like myself would not be treated differently by Mr. Salaita merely because I am Jewish? Considering he has shown to excuse anti-Semitism (even calling it honorable) and is opposed to any discussion with someone of an opposing ideology, I truly hope that the University of Illinois can stand up for its students and ensure a fair, open, and respectful learning environment by seeing that Mr. Salaita does not join the faculty of the University.

If you have not yet, please see Mr. Salaita's twitter account for examples of his innumerable inflammatory and offensive posts.

Thank you,

[redacted]