

June 24, 2022

We are writing to request that Faculty Senate review Policy #6302 Civil and Administrative Leave prior to its passage and implementation. The Policy Review Committee will be reviewing the policy and is accepting comments for a 30-day period ending July 15, 2022

The placement of Dr. Allyn Walker on administrative leave in November 2021 and their subsequent departure from the University raised important concerns about the role and use of the Administrative Leave policy. Most importantly, their involuntary placement on administrative leave without any departmental or college protections raises questions about due process. In addition, the use of safety concerns for all that the University did in the case of Dr. Walker

concerns with due process, and the use of safety, as well as the issue of academic freedom and the need for protection of members of the ODU faculty and staff that may be minoritized based on their identity, we ask that the Faculty Senate insist that it be allowed to review policy #6302 prior to its passage and implementation even if it takes longer than the July 15, 2022 deadline.

In its review, we ask that the Faculty Senate minimally address the following:

The need for a separate process to be developed to address voluntary and involuntary placement on administrative leave which includes defining the following:

- o the meaning of usage other than for "investigation",
- o what constitutes a threat to "safety"
as well as who defines a threat to safety,
- o the protections afforded those for whom placement is involuntary, and
- o the role of the supervisor.

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