



DOROTHY F. SCHMIDT COLLEGE OF ARTS AND LETTERS

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COPY

Dr. James Tracy, Associate Professor  
School of Communication and Multimedia Studies  
Florida Atlantic University  
777 Glades Road  
Boca Raton, FL 33431

March 28, 2013

Re: Notice of Discipline

Dear Dr. Tracy:

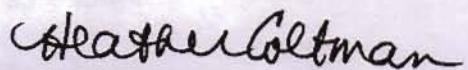
On January 18, 2013 you and I met with Diane Alperin, Associate Provost of Academic Personnel and Programs, and Douglas Broadfield, Associate Professor of Anthropology and UFF Grievance/Contract Enforcement Chair. The purpose of the meeting was to clarify points and ask questions regarding the media attention you and FAU had received. I followed this meeting by sending you a summary of our discussion on January 28, 2013.

During the meeting, you were adamant that your blog postings and related activities were personal, not work related, and not connected with FAU. We discussed your obligations in CBA Article 5.3(d) regarding such personal activities. We required, and you agreed that references to FAU or your position at FAU would not be included on your memory hole blog site. We also agreed that you would post disclaimer(s) on the site to comply with your obligation to make clear that the views expressed by you are not representative of FAU. The disclaimer you had at the time of our meeting was solely on the "About" page, and not where the articles and postings are found and read. Clearly, this disclaimer was ineffective as shown by the widespread misperception that your job and FAU are connected to the blog site.

Despite the understandings and requirements set out at our meeting, you chose to continue posting references to FAU and its administration on your personal blog. For example, you posted "Open Letter to FAU Administration by Filmmaker Adnan Žuberi" on your blog which named me and the Associate Provost by name. Then you posted "Unanswered Questions From Europe," addressed to "Professor James Tracy, c/o Florida Atlantic University". You removed the name of the letter writer but did not remove the reference to FAU. Again, another posting on your site, which you sent to Dr. Alperin, is "An Open Letter to FAU Faculty, Staff and Administrators about Sandy Hook" from Professor James Fetzer. You did not remove the reference to FAU when you posted this letter. No disclaimers are present on any of these pages.

You have ignored your obligations under Article 5.3(d) and my directives. You may, of course, blog in your personal time. You must stop dragging FAU into your personal endeavors. Your actions continue to adversely affect the legitimate interests of the University and constitute misconduct. This letter of reprimand is disciplinary action subject to Article 20, Grievance Procedure. If you continue to fail to meet your professional obligations and respond to directives from your supervisor, you will face additional disciplinary action.

Sincerely,



Dr. Heather Coltman, Interim Dean

cc: Diane Alperin, Associate Provost  
Noemi Marin, Director, School of Communication and Multimedia Studies  
Personnel file