

James F. Tracy  
300 NW 36th Court  
Boca Raton, FL 33431

November 22, 2015

Heather Coltnan, Dean  
Dorothy F. Schmidt College of Arts and Letters  
Florida Atlantic University  
777 Glades Road  
Boca Raton, FL 33431

ELECTRONIC MAIL AND CERTIFIED MAIL 7014 2870 0000 1786 1660

Dear Dean Coltnan,

I am in receipt of the Notice of Discipline dated November 10, 2015 and sent via certified mail on November 12 to my address above and received on November 20, 2015. (Attachment A) The following is an effort to resolve this matter informally as provided in Article 20.1 of the UFF/FAUBOT Collective Bargaining Agreement (CBA). Given the time constraints for initiating the formal grievance procedure stipulated in Article 20 I request a response no later than December 1, 2015.

You have issued said document because of my unaddressed queries related to "FLORIDA ATLANTIC UNIVERSITY GUIDELINES ON CONFLICT OF INTEREST, CONFLICT OF COMMITMENT AND OUTSIDE ACTIVITIES, INCLUDING FINANCIAL INTERESTS" and initial refusal to electronically affix my signature to my 2015-16 Annual Assignment, to which acknowledgment of FAU's "CONFLICT OF INTEREST" policy is compulsory.

I have not yet received the necessary clarification concerning the criteria encompassed in the "CONFLICT OF INTEREST" document from you or School of Communication and Multimedia Studies (SCMS) Chairperson David Williams. I nevertheless complied with Dr. Williams' directive by printing out and physically signing the 2015-2016 Annual Assignment and sending a paper copy to Dr. Williams via USPS certified mail on November 1, 2015. (Attachment B) Dr. Williams sent this to you and it was not acknowledged, yet upon receiving the November 10 Notice of Discipline I have proceeded to electronically sign the document under duress.

There was no subsequent attempt by you or your staff to contact me concerning the above. You allege that College of Artis and Letters Associate Dean Linda Johnson also directed me to electronically sign my 2015-2016 Annual Assignment. I have no record of ever having been contacted by Dean Johnson via e-mail or otherwise concerning this matter. The only communication I have received from your office is the November 10, 2015 Notice of Discipline.

The administration exhibits confusion surrounding the detailed policy encompassed in the "CONFLICT OF INTEREST" document, which has in turn confused me and faculty colleagues. This uncertainty is evident in the contrast between Dr. Williams' explanation and yours. For

example, Dr. Williams has repeatedly maintained in email communications (10/20/15, 10/27/15, 11/2/15) that the "CONFLICT OF INTEREST" document only applies to employees who receive remuneration for such "outside activities." This was affirmed in his communication with Vice Provost Diane Alperin. (Attachment C)

An interpretation of this policy articulated by Dr. Williams, is that "INCLUDING FINANCIAL INTERESTS" means limitation of the policy to situations where some form of remuneration is received by the FAU employee and/or the University versus enlargement to uncompensated activities. Still, as I explained to Dr. Williams via email, his explanation of the form, "REPORT of OUTSIDE EMPLOYMENT or PROFESSIONAL ACTIVITY," is confusing and likely misleading because said form distinguishes between such undertakings as "employment" and "professional activity." Further, Article 19.2 of the Collective Bargaining Agreement states "Reportable Outside Activity" "shall mean any compensated or uncompensated professional practice, consulting, teaching or research, which is not part of the employee's assigned duties and for which the University has provided no compensation."

The FAU administration is demanding that employees and bargaining unit members attest to fully comprehending and abiding by this policy as a condition of employment. Because of this confusion and my express reservation at confirming an understanding of a policy that I do not possess (and that even the administration cannot consistently provide) I have been formally reprimanded.

In your November 10, 2015 Notice of Discipline you have also requested that I file the "REPORT of OUTSIDE EMPLOYMENT OR PROFESSIONAL ACTIVITY" for the 2013-14, 2014-15 and 2015-16 academic years. You originally requested I fill out said form for 2013 in your January 28, 2013 letter to me summarizing a January 18, 2013 meeting between Vice Provost Diane Alperin, United Faculty of Florida Contract Enforcement Chair Douglas Broadfield, and you. (Attachment D) In my February 2, 2013 response to your January 28, 2013 letter I explained that my extracurricular activities were constitutionally protected speech. I further stated:

As Dr. [Douglas] Broadfield and I explained to you at the meeting, and as I previously articulated in my November 19 email to [Noemi] Marin, this work does not constitute formal scholarship or research, although an article may at some future point provide the basis for a formal scholarly paper or journal article. In the November 19 email I state: "In addition to formal research I am a biweekly contributor to ... GlobalResearch.ca. I intend to develop a scholarly project deriving from a contribution there in spring." I write numerous articles that appear on my personal blog, with some shared on GlobalReserch.ca. Most of these have nothing to do with FAU or formal scholarly research, will not be designated as publications in any forthcoming Annual Review portfolio, and will not be used for any future promotion case.

This letter was mailed to you on February 2, 2013. In that communication I included a copy of my January 18, 2013 email to you in which I directed you to evidence of a "Disclaimer" on my personal blog in accordance with Article 5.3(d) of the CBA. A copy of this letter was also personally given by me to FAU Associate Dean Edward Pratt on Tuesday, August 20, 2013 at the

Step 2 Grievance Hearing concerning this matter. I have enclosed a copy of the February 2, 2013 correspondence for your records. (Attachment E) Upon my visit to your office on November 20, 2015 I found no copy of this February 2, 2013 letter in my updated personnel file.

My position concerning the relationship between constitutionally-protected speech and academic freedom was confirmed in an April 23, 2013 letter to then-FAU President Mary Jane Saunders from Will Creeley, Director of Legal and Public Advocacy for Foundation for Individual Rights in Education, wherein Creeley cites relevant US Appellate and Supreme Court decisions in support of the often fragile relationship between academic freedom and free speech. (Attachment E)

In September 2013, shortly after its decision to reject my grievance in Step 2 of the Grievance Process, the FAU administration proposed a Settlement Agreement drawn up by University Associate General Counsel Lawrence Glick to remove a March 28, 2013 Notice of Discipline from my personal file. This was offered in exchange for modification of the "Disclaimer" on my personal blog and my restraining from using the titles, "Professor," "Associate Professor," or equivalent on blog posts or personal writings. Again, there is no record of this Settlement Agreement in my personnel file located in the Dean's office.

Stipulation 1 of this agreement reads as follows:

Grievant, James Tracy, agrees not to use his work title (Associate Professor or similar) in any of his public postings or communications unless the statements made are those of the University and prior written approval has been given. This includes all postings to his personal blog(s), comments to his own or other blogs, his twitter feed, or any other social media or other media outlet regardless if written or electronic.

Stipulation 5 of the Settlement Agreement notes that "this agreement and the underlying issues and facts are unique". The Agreement was signed by FAU Vice Provost Diane Alperin, UFF Grievance Chair Douglas Broadfield, and me. (Attachment G)

I have since consistently honored and maintained each stipulation of the signed document. By directing me to file current and retroactive "Reports of Outside Activity," and accordingly identify myself as "FAU Associate Professor or similar" in certain constitutionally-protected activities I would likewise breach this Settlement Agreement, the main purpose of which is to distance Florida Atlantic University from the opinions and research interests FAU administrators deem objectionable.

Following from the above, the University, College and SCMS have exhibited uncertainty and ambivalence concerning the relationship between my free speech, academic freedom, and research activities, seeking to eschew material deemed controversial by major electronic and print news media while accepting those that have garnered recognition. For example, the SCMS has announced on its website the journalism I have done that has been acknowledged by the internationally-recognized media research and activist group Project Censored in two consecutive awards from the organization (2013 and 2014). (Attachment H) Such work originally appeared on my personal blog and subsequently at GlobalResearch.ca, the website

edited by renowned University of Ottawa Economics Professor and political dissident Michel Chossudovsky. In fact, in my faculty profile at [www.fau.edu/scms/tracy.php](http://www.fau.edu/scms/tracy.php) the University publicly declares that I am "a regular contributor to GlobalResearch.ca." (Attachment 1)

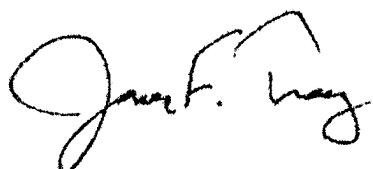
Further, my 2015-16 Annual Assignment includes research projects such as, "Confessions of a Conspiracy Theory Professor," a chapter to be included in a forthcoming volume edited by University of Miami Political Science Professor Joseph Uscinski published by Oxford University Press. Another project I am developing is *Ruling By Crisis*, a co-edited volume which will feature contributions from several academics and journalists, including former Canadian diplomat and UC Berkeley Professor Peter Dale Scott, whose work over a forty-five year span has examined complex events, such as political assassinations and US government involvement in the global illegal drug trade. (Attachments J, K) I have also recently presented research on press coverage of New Orleans District Attorney Jim Garrison's investigation of the JFK assassination at the Association For Education and Research on Mass Communication's 2014 conference that the Schmidt College of Arts and Letters highlighted in its 2014 newsletter. (Attachment L)

If the FAU administration seeks to discourage this research trajectory, why is it also acknowledging the legitimacy of such work in my annual assignments and publicly affirming it on its website?

Based on the above, as noted, I have electronically signed my 2015-2016 Annual Assignment as requested by SCMS Chair Williams. Concerning Reports of Outside Activity I am acting to maintain the existing Settlement Agreement between UFF, Vice Provost Alperin, and me of September 2013 developed in accordance with Article 20 of the CBA.

As I have also noted, there has been considerable confusion regarding the University's policy on outside activities that has in turn left other faculty members and myself confused. Faculty should not be punished for asking that the University clarify its policies. I maintain that I am being reprimanded merely for asking questions and clarification on institutional policy. Those questions remain unaddressed. I therefore request that the November 10, 2015 Notice of Discipline be removed from my personnel file.

Sincerely,



James F. Tracy

**ATTACHMENT A**



DOROTHY F. SCHMIDT COLLEGE OF ARTS AND LETTERS

Office of the Dean

372 Glades Road

Boca Raton, FL 33431

Tel: 561.297.7830

Fax: 561.297.2792

E-mail: [OAR@fau.edu](mailto:OAR@fau.edu)

http://arts.fau.edu

November 10, 2015

Dr. James Tracy  
300 NW 36<sup>th</sup> Ct  
Boca Raton, FL 33431-5819

**Notice of Discipline**

Dear Dr. Tracy:

Despite numerous requests from your supervisor, David Williams, Director of the School of Communication and Multimedia Studies, and Linda Johnson, Associate Dean of the Dorothy F. Schmidt College of Arts and Letters, you have refused to sign your revised 2015-16 FAIR annual assignment. All employees are required to acknowledge receipt of the annual assignment, and any changes to that assignment, through the FAIR system. Faculty are also required to meet deadlines for such as set by the Provost and Dean. Refusal to do so constitutes insubordination.

You have signed your assignments in FAIR as required, including your original 2015-16 annual assignment in FAIR. I understand that you may object to the requirement that you accept the terms and conditions of your revised 2015-16 annual assignment, specifically those terms and conditions related to the Report of Outside Employment/Activity. Regardless, all faculty are required to file these reports according to the Collective Bargaining Agreement, Article 19.4, and University policy.

Also, a review of your personnel file has revealed that you did not submit the 2013-14 "Report of Outside Employment/Activity Form," as required by my letter to you of January 28, 2013. Further, you did not submit the same form for the 2014-15 academic year.

Your refusal to follow requirements and insubordinations by refusing work requirements of your supervisor constitutes misconduct. This letter of reprimand will be placed in your personnel file.

Also within 48 hours of receipt of this letter, you are required to:

- Acknowledge receipt of your 2015-16 annual assignment through the FAIR system with all terms and conditions
- Submit Report of Outside Employment/Activity Forms for 2013-14, 2014-15 and 2015-16

Failure to meet any of the requirements listed above may result in further disciplinary action. Also, if you continue to fail to meet your professional and administrative obligations and respond to directives

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from your supervisor, you will face additional disciplinary action. This disciplinary action, a reprimand, is subject to Article 20 of the BOT/UFF Collective Bargaining Agreement

Sincerely,



Dr. Heather Coltman, Dean

cc: Diane Asperin, Vice Provost for Academic Affairs

David Williams, Director  
School of Communication and Multimedia Studies

**ATTACHMENT B**

James E. Tracy  
300 NW 36th Court  
Boca Raton, FL 33431

November 1, 2015

David Williams, Chairperson  
School of Communication and Multimedia Studies  
Florida Atlantic University  
777 Glades Road, C1 201  
Boca Raton, FL 33431

**Certified Mail 7014 2870 0000 1786 1707**

Dr. Williams,

This correspondence is intended as a followup to my October 28, 2015 email, to which as of the above date you have not responded. By the electronic presentation of the "Terms and Conditions," "FLORIDA ATLANTIC UNIVERSITY GUIDELINES ON CONFLICT OF INTERESTS, CONFLICT OF COMMITMENT AND OUTSIDE ACTIVITIES, INCLUDING FINANCIAL INTERESTS" on the Annual Assignment document, the FAU administration seeks to compel bargaining unit members to acknowledge and agree to, as a condition of their employment and livelihood, such "GUIDELINES." In my October 28 email I explained my reservations concerning this coercive maneuver.

Despite the clear language of the above referenced "GUIDELINES" and the policy's accompanying form, "REPORT OF OUTSIDE EMPLOYMENT or PROFESSIONAL ACTIVITY for FAU EMPLOYEES," you have repeatedly insisted that the form should only be completed in situations where "outside employment income" is being received by the employee. You further directed me on October 27, 2015 to sign the electronic form promptly. Yet College of Arts and Letters Dean Heather Coltrane's October 29, 2015 email to assistant deans and department chairs states nothing concerning the criteria to discern which faculty are required to fill out the REPORT OF OUTSIDE EMPLOYMENT or PROFESSIONAL ACTIVITY.

As I emphasized in my October 28 email, your repeated misrepresentation of this policy has potential repercussions for faculty members who acknowledge the "GUIDELINES," yet fail to complete the accompanying "REPORT OF OUTSIDE EMPLOYMENT or PROFESSIONAL ACTIVITY." Not only does this serve to compound the significant confusion surrounding CBA Article 5.3(d) and administrative constraints on intellectual activity and free speech, it is also misleading, perhaps even fraudulent.

I further noted in my October 28 email your dismissiveness toward my observations concerning administrative governance. For example, in a September 25 faculty meeting you responded emotionally to my suggestion that there was little-if-any managerial transparency concerning Dean Coltrane's unilateral plans to reorganize Multimedia Journalism – the area of my faculty assignment – calling such concerns "bullshit."

This is not the only indication of unwarranted hostility toward me. For example, on April 26, 2015 when I sought to provide evidence to faculty colleagues via email of a clear conflict of interest in a recent promotion and tenure situation you oversaw that continues to seriously jeopardize the integrity of that process in our School and College, you proceeded to remove an announcement of my year's birth from the department's community bulletin board. While these separate actions are arguably of limited significance, taken as a whole, and particularly in the context of Dean Coltrane's unwarranted (and later rescinded) disciplinary action against me of March 28, 2013, the April 30 pillory of me in the local press condemned and apparently coordinated by Coltrane and Associate Provost Diane Algeron, the arbitrary cancellation of my classes and manipulation of my teaching assignment the following month, such actions suggest an intent to create what I have long perceived as a hostile work environment. Moreover, such actions clearly seek to discourage and stifle through intimidation a faculty member's freedom to call attention to and contest administrative

policy and procedure protected under the CBA Article 5, in addition to state and federal statutes.

As of November 1 I have not received a response from you on my October 28 email. Thus, for my records and legal protection, and more immediately to preclude any further harassment or disciplinary actions you or other administrators may take against me, I am furnishing you with copies of our email exchange culminating in said October 28, 2015 email. Please also find enclosed a copy of my 2015-2016 Annual Assignment, signed and sent to you via the referenced email of October 28, 2015.

Sincerely,



James F. Tracy

2023 ANNUAL ASSEMBLY IN 2024

One year of experience would be best. It is also good to have a background in accounting, as this is the primary function of the position. It is also good to have a background in accounting, as this is the primary function of the position.

| Year                    | Activity Category | Number of cases | Number of patients | Number of deaths | Number of survivors | Estimated % | Estimated % |
|-------------------------|-------------------|-----------------|--------------------|------------------|---------------------|-------------|-------------|
| Spring 1910             | Other             | 100             | 100                | 0                | 100                 | 100%        | 100%        |
| Spring 1913             | Other             | 1000            | 1000               | 0                | 1000                | 100%        | 100%        |
| Spring 1918             | Other             | 1000            | 1000               | 0                | 1000                | 100%        | 100%        |
| Sum. Totaling 1910-1913 |                   | 2100            | 2100               | 0                | 2100                | 100%        | 100%        |
| Estimated %             |                   |                 |                    |                  |                     |             |             |
| Estimated %             |                   |                 |                    |                  |                     |             |             |

Der Gratia ist. Diese ist ein Privilegium, das dem Kaiser allein beizugesetzt wird, und das er nicht auf andere als auf sich selbst ausüben darf.

<sup>10</sup> See *W. H. H. Stoddard, The American Renaissance in New England, 1830-1860* (1927).

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**ATTACHMENT C**

# RE: Annual Assignment

David Williams

Mon 11/2/2015 10:51 PM

to: [jtracy@fau.edu](mailto:jtracy@fau.edu)

James Tracy <[jtracy@fau.edu](mailto:jtracy@fau.edu)>

... Stephen Charbonneau <[scharbo1@fau.edu](mailto:scharbo1@fau.edu)>

Jim-

If you have outside income, then you have to fill out the conflict of interest form. That much is clear (and that is what my email you cite said). It is not as clear what the other language from the dropbox references, although the 'targeted' activities seem to have had to do with grant commitments. Here is Diane Alperin's account: "This was added to F.A.I.R. in 2014 in response, as I recall, to an audit and an issue with grant applications." It would, I assume, have been there when you signed previously. I hope that you will reconsider and sign the assignment in FAIR (dropbox and all).

I sent your pdf to the Deans. But I am not optimistic that it will be accepted in lieu of acceptance of the assignment on FAIR.

Dew

**From:** James Tracy  
**Sent:** Wednesday, October 28, 2015 10:43 AM  
**To:** David Williams  
**Cc:** [jamestracy@startmail.com](mailto:jamestracy@startmail.com)  
**Subject:** RE: Annual Assignment

David:

In your Tuesday October 20 email to SCMS faculty members (which for some reason you overlooked in your 10/27 email response) you state the following:

Just a friendly reminder that if you have outside employment income, you will need to fill out the linked outside employment form (below).

This is misleading for the reasons I state in my 10/26 email--specifically that you repeatedly use the term "outside employment," yet the administration's policy, as evidenced on the form, "FLORIDA ATLANTIC UNIVERSITY GUIDELINES ON CONFLICT OF INTEREST, CONFLICT OF COMMITMENT AND OUTSIDE ACTIVITIES, INCLUDING FINANCIAL INTERESTS," as well as the accompanying policy page I reference via url in my 10/26 email, clearly states that "outside activity" may or may not be compensated. These are indeed "layers of things" that in my view are entirely unmistakable and straightforward.

Given your leadership role I am frankly taken aback at the dismissiveness you exhibit toward my

# FW: outside employment forms

David Williams

Re: 10/20/2015 9:49 AM

Athena Murray <murraya@fau.edu>, Bradley Lewter <blewter@fau.edu>, Becky Mulvaney <bmulvane@tau.edu>, Christopher Robe <crobe@fau.edu>, Christine Scodari <cscodari@fau.edu>, Patricia Darlington <darlingt@tau.edu>, David Williams <dcwill@fau.edu>, Deandre Poole <dpooke3@fau.edu>, Shane Eason <eason@fau.edu>, Fred Fejes <fejes@fau.edu>, Gerald Sim <gsim@fau.edu>, guneratn@fau.edu <faucorrespondence@yahoo.com>, Ilene Prusher <iprusher@fau.edu>, Joey Bargsten <jbargste@fau.edu>, James Tracy <jltracey@fau.edu>, Kevin Petrich <kpetrich@fau.edu>, Laura Winn <lwinn@fau.edu>, Francis McAfee <mcafee@fau.edu>, Michael Hofmann <Mhofmann@fau.edu>, Noemi Marin <nmarin@fau.edu>, Neil Santanello <nsantane@fau.edu>, pendakur@fau.edu <pendakur@fau.edu>, Robert Ballyn <rballyn1@fau.edu>, Ruth Von Spalding <rspaldin@fau.edu>, Stephen Charbonneau <scharbo1@fau.edu>, Susan Reilly <sreilly@fau.edu>, Stephen Heidt <sheidt@fau.edu>, William Trapani <wtrapani1@fau.edu>.

Greetings all-

Just a friendly reminder that if you have outside employment income, you will need to fill out the linked outside employment form (below).

Thanks  
David

**From:** Heather Coltman

**Sent:** Tuesday, October 20, 2015 9:27 AM

**To:** Aimee Arias; Barclay Barrios; Rebecca Lautar; Benno Lowe; David Williams; Desmond Gallant; eric; Michael Harris; Linda Johnson; Lynn Appleton; Marcella Munson; Michael Horswell

**Subject:** outside employment forms

Just a reminder to have faculty fill these out and submit for your signature.

<http://www.fau.edu/hr/files/OutsideBusinessV2.pdf>

Dr. Heather Coltman, Dean  
Dorothy F. Schmidt College of Arts and Letters  
Florida Atlantic University  
Boca Raton, FL 33431  
[coltman@fau.edu](mailto:coltman@fau.edu)  
561-297-3801

# RE: Annual Assignment

David Williams

Oct 22, 2015 11:16 PM

James Tracy <jtracy@fau.edu>

Jim-

The conflict of interest regulations are nothing new. The Oct 20 email you reference had the same form as the one listed in the terms and conditions box. Here is the body of that Oct 20 email (and I am cc'ing Dean Coltman since it is her email that you have referenced):

**From:** Heather Coltman  
**Sent:** Tuesday, October 20, 2015 9:26 AM  
**To:** aimee; barclay; Becky Lautar (tlautar@fau.edu); ben; david williams; des; eric; harris; Linda Johnson (ljohnson@fau.edu); lynn; marcella; michael horswell  
**Subject:** outside employment forms

Just a reminder to have faculty fill these out and submit for your signature.

<http://www.fau.edu/hr/files/OutsideBusinessV2.pdf>

Dr. Heather Coltman, Dean  
Dorothy F. Schmidt College of Arts and Letters  
Florida Atlantic University  
Boca Raton, FL 33431  
[coltman@fau.edu](mailto:coltman@fau.edu)  
561-297-3801

Your interpretation of this email seems to me to add layers of things not here. And again the form is the same. I fail to recognize any inconsistency...

Your assignment as listed is exactly the same as the one you signed previously. Please sign it at your earliest opportunity.

David

**From:** James Tracy  
**Sent:** Monday, October 26, 2015 11:34 PM  
**To:** Alexandra Schoenmakers  
**Cc:** David Williams  
**Subject:** Re: Annual Assignment

Dear Alex,

I understand that the School is asking for a quick turnaround on this matter. However, I have a serious concern that I believe other faculty might share. The "Terms and Conditions" which the faculty member must check off on before signing the Annual Assignment read as follows:

I affirm that I am required to report any outside activity (compensated or uncompensated) and any financial interest on Florida Atlantic University's Report of Outside Employment or Professional Activity as required in FAU regulations and policies. Questions regarding this requirement are explained at [http://www.fau.edu/hr/QEguidelines\\_final.php](http://www.fau.edu/hr/QEguidelines_final.php), and the form is available at <http://www.fau.edu/hr/files/OutsideBusinessV2.pdf>.

While the college's administrators assured faculty on October 20 via email that such conditions and a "Report of Outside Employment or Professional Activity" are only required of faculty in situations where compensation is at issue, this interpretation stands in contrast with the above Terms and Conditions, in addition to the language of the policy and aforementioned form available under the heading, "FLORIDA ATLANTIC UNIVERSITY GUIDELINES ON CONFLICT OF INTEREST, CONFLICT OF COMMITMENT AND OUTSIDE ACTIVITIES, INCLUDING FINANCIAL INTERESTS" both of which are available here:

[http://www.fau.edu/hr/QEguidelines\\_final.php](http://www.fau.edu/hr/QEguidelines_final.php)

<http://www.fau.edu/hr/files/OutsideBusinessV2.pdf>

This unresolved concern closely parallels FAU's uneven policy that can potentially hinder faculty members' academic endeavors and free speech, referenced in Article 5.3(d) of the CBA.

There needs to be some additional clarification on what does and does not constitute a "conflict of interest." This is especially the case as in-unit members are now being compelled to formally acknowledge such a policy with their signatures.

Thank you.

James F. Tracy Ph.D.  
Associate Professor  
School of Communication and Multimedia Studies  
Florida Atlantic University  
777 Glades Road CU 220  
Boca Raton, FL 33431  
tel. 561-297-4808  
Skype: james.tracy10  
<http://www.fau.edu/scms/tracy.php>

On Oct 26, 2015, at 9:53 AM, Alexandra Schoenmakers <[aschoenm@fau.edu](mailto:aschoenm@fau.edu)> wrote:

Good morning James,

Please sign the annual assignment as soon as possible. Would you be so kind to let me know when you have done this? I greatly appreciate it very much.  
Thank you.

*Alexandra Schoenmakers*

Program Assistant

Dorothy F. Schmidt College of Arts & Letters

School of Communication and Multimedia Studies

Florida Atlantic University

Tel: 561-297-3851

Fax: 561-297-2615

Alexandra Schoenmakers

**ATTACHMENT D**



DOOROTHY F. SCHMIDT COLLEGE OF ARTS AND LETTERS

Office of the Dean

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Boca Raton, FL 33431

tel: 561.297.3803

fax: 561.297.2752

*coltman@fau.edu*

*www.fau.edu*

MEMORANDUM

TO: James Tracy, Associate Professor  
FROM: Heather Coltman, Interim Dean *Heather Coltman*  
RE: Summary of Meeting on January 18, 2013  
DATE: January 28, 2013

The purpose of this memorandum is to summarize the points we discussed at the meeting that was held last Friday, January 18, 2013, with Diane Alperin, Associate Provost of Academic Personnel and Programs, and Douglas Broadfield, Associate Professor of Anthropology and UFF Grievance/Contract Enforcement Chair.

I explained that the purpose of the meeting was to clarify points and ask questions regarding the recent media attention you and FAU have received. I stated that we were not meeting to debate issues related to "freedom of speech."

I asked you about the disclaimer posted on memoryholeblog.com. Specifically, I asked you when the disclaimers were posted. You stated that the initial disclaimer was posted at the same time that the blog began, which you believed was sometime in either March or April of 2012. You added that you had recently changed the disclaimer so that it made no mention of your employment at FAU. I asked whether or not you had updated your disclaimer in December 2012, and you replied that you had not. Later in the day of January 18, I asked you to provide evidence of the disclaimers you have posted, and the dates that they appeared on the blog. You agreed to supply documents reflecting the disclaimers.

We asked you to tell us more about the Global Research site, and you stated that Global Research was a news and analysis website that was founded in September of 2001, and that you have made numerous contributions to the site over the past few years. You stated that your activity on Global Research should not be associated with your FAU research assignment. I then read to you from an email you sent Noemi Marin, Director of the School of Communication and Multimedia Studies on November 19, 2012, in which you clearly stated that the articles you contributed to Global Research were part of your research and scholarly activity assignment for the 2012-13 academic year. I confirmed that they would therefore be considered part of your FAU assignment, and would be evaluated accordingly.

I asked you whether or not you had completed and filed the "Report of Outside Employment/Activity Form" required by the BOT/UFF Collective Bargaining Agreement ("CBA"). You replied that you had not. You should complete this required form and return it to the Director of SCMS for her approval by February 1, 2013.

Diane Alperin then shared the broad brush of the impact that your articles have had on the University: from admissions to development, from students to faculty, from the Board of Trustees to the legislature, and across the administrative offices of the University. We discussed the large number of emails that have been received and the disruption of the normal operations of the University that the media attention has brought to the University. We let you know of the large number of parents who had communicated with the Office of Admissions requesting that their child's application be withdrawn; the student whose parent requested she be withdrawn from your class; the donor who withdrew his support to the Department of History; and the faculty who have expressed concern about the safety of students.

I asked you about your perceived level of threat, and whether or not you feel that the safety of you and your family is in jeopardy. I referenced the blog article in which you expressed the threat you felt from Anderson Cooper. I shared that numerous students and faculty have felt that their safety is compromised during this time, and that the University as a whole needed to consider undergoing a threat assessment, in order to protect not only you, but all of our constituents. You shared that you had felt under stress, that you had not been sleeping well, and that you did indeed feel targeted by Anderson Cooper's AC360 television show that aired on January 11, 2013. Both Dr. Alperin and I expressed concern for your safety and urged you to immediately forward any emails you perceived as threatening to upper administration.

When asked what your plans were for the immediate future, you stated that you wanted the media attention to "die down." Despite this, you participated in two radio programs on this same day. You also stated that you wanted to continue to write on these topics, and that you wanted to continue to engage with the alternative media.

At this point I will continue to work with the Associate Provost in determining what appropriate action should be taken regarding your outside activity and research submissions. We will also explore what action is needed to protect the University community from the safety risk caused by these activities.

cc: Diane Alperin, Associate Provost  
Noemi Marin, Director, SCMS

**ATTACHMENT E**

James F. Tracy, Ph.D.  
300 NW 36<sup>th</sup> Court  
Boca Raton, FL 33431

February 2, 2013

Heather Coltman, Ph.D.  
Office of the Dean  
Dorothy F. Schmidt College of Arts and Letters  
Florida Atlantic University  
777 Glades Road  
Boca Raton, FL 33431

**SENT VIA FIRST CLASS MAIL**

Dear Interim Dean Coltman,

I am in receipt of your January 28, 2012 correspondence recounting our January 18 meeting with Provost Alperin and Professor Broadfield in attendance. Thank you for the overview of this meeting.

Several observations in the letter overlook or misinterpret important points and/or information. This includes understanding of the UFF-FAU-BOT 2009-2012 Collective Bargaining Agreement (CBA) as it relates to non-professional activities.

Your letter states that our January 18 discussion should be recognized as distinct from "free speech issues." In fact, free speech has very much to do with this situation not only as it relates to my teaching and research activities on campus, but most importantly as it relates to my own activities and endeavors off campus and unrelated to FAU. If I cannot expect to be able to practice free speech in my personal life outside the classroom, then when exactly can I anticipate that my First Amendment guarantees will be realized? Further, tenure was created to protect faculty from the political consequences that might otherwise attend speaking out on matters of public interest.

The January 28 letter references your request for proof that my memoryholeblog.com site included a disclaimer that the views expressed on the site are not representative of Florida Atlantic University or the State University System of Florida. There were inferences made at the January 18 meeting, in a telephone call you placed to my residence on the afternoon of January 18, and in your January 28 letter that no disclaimer exists on my site, or that it was abruptly added in December 2012. No evidence has been provided by you to substantiate this allegation. Nor is it noted in your letter that within 90 minutes of your January 18 phone call to my residence that evidence was provided via email (copy attached) with a link to an archived screen shot of memoryholeblog.com amply demonstrating that the site is personal and is in no way affiliated with FAU.

The letter states that I have made "numerous contributions to the [Global Research] site over the past few years." In fact, my first contribution to Global Research was on March 10, 2012. Further, my November 19, 2012 email to School of Communication and Multimedia Studies Director Noemi Marin does not state the articles contributed to Global Research are part of my research and scholarly activity assignment.

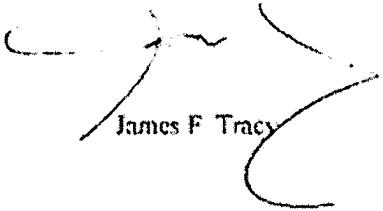
for the 2012-2013 academic year. As Dr. Broadfield and I explained to you at the meeting, and as I previously articulated in my November 19 email to Marin, this work does not constitute formal scholarship or research, although an article may at some future point provide the basis for a formal scholarly paper or journal article. In the November 19 email I state: "In addition to formal research I am a biweekly contributor to . GlobalResearch.ca. I intend to develop a scholarly project deriving from a contribution there in spring." I write numerous articles that appear on my personal blog, with some shared on GlobalResearch.ca. Most of these have nothing to do with FAU or formal scholarly research, will not be designated as publications in any forthcoming Annual Review portfolio, and will not be used for any future promotion case.

You have recommended that I complete a "Report of Outside Employment/Activity Form" in accordance with the BOU/UFF Collective Bargaining Agreement. This form is not required because my activities on a social medium such as a personal blog do not constitute professional practice and thus do not fall within the CBA's definition of "reportable outside activity." "Reportable outside activity," according to CBA Article 19 2(a), "shall mean any compensated or uncompensated professional practice, consulting, teaching or research, which is not part of the employee's assigned duties and for which the University has provided no compensation."

Your letter recommends that I complete the Outside Employment/Activity Form "and return it to the Director of SCMS for her approval by February 1, 2013." The CBA does not state that the Outside Employment/Activity has to be approved, only reported. There is no mechanism for approval of such activity by SCMS or its Director.

Your letter expresses the FAU administration's concern over the safety of the institution's students, faculty, and staff. If the administration believes that the inordinate media attention afforded my public remarks poses a security concern for the University's constituents then it has the right to act on such concerns.

Sincerely,



James F. Tracy

From: James Tracy <jtracy@fau.edu>  
Subject: Information on blog disclaimer  
Date: January 18, 2013 5:08:55 PM EST  
To: Heather Collman <hcollman@fau.edu>  
Cc: " " <jpmotrcy@yahoo.com>

Hi Heather,

This is what I've come up with so far on the blog disclaimer. Webarchive has taken a snapshot of the front page with its spider in July. The blog was previously called Memory Gap - James Tracy's Reflections on Media and Politics .

<http://web.archive.org/web/20120722065607/http://memorygap.org/>

As you'll note, the front page states the following:

MemoryGap is an assemblage of commentary on media and politics authored and maintained by James Tracy, Ph.D.

At present I cannot find a snapshot of the About page and Webarchive has nothing available but I will check other such archives

The "About" has included all of the following since spring 2012:

Tracy's work on media history, politics and culture has appeared in a wide variety of academic journals, edited volumes, and alternative news and opinion outlets. He is editor of Union for Democratic Communication's journal Democratic Communique. Tracy is also a regular contributor to the Center for Research on Globalization's website GlobalResearch.ca, an affiliate of Project Censored and contributor to that organization's most recent publication Censored 2013: The Top Censored Stories and Media Analysis of 2011-2012.

All items published herein represent the views of James Tracy and are not representative of or condoned by Florida Atlantic University or the State University System of Florida.

Three-to-four weeks ago I included the following to the above:

James Tracy is not responsible for and does not necessarily agree with ideas or observations presented in comments posted on memoryholeblog.com.

Also, I have always claimed exclusive copyright to all material published on the blog, at one time through a copyright statement on each post and subsequently a single statement on the home page encompassing all material on the site

Thanks.

Jim

**ATTACHMENT E**



## Foundation for Individual Rights in Education

601 Walnut Street, Suite 310 • Philadelphia, Pennsylvania 19106  
T 215.546.3671 • F 215.546.3646 • [fire@fire.org](mailto:fire@fire.org) • [www.thefire.org](http://www.thefire.org)

Greg Lukianoff  
President

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Peter L. Milkman  
Muriel Monroe  
Steven Pinker  
Milton Reenberg  
John R. Searle  
Christina Hoff Sommers  
Lawrence H. Summers

April 23, 2013

President Mary Jane Saunders  
Florida Atlantic University  
Administration Building, Room 339  
777 Glades Road  
Boca Raton, Florida 33431

*Sent via U.S. Mail and Facsimile (561-297-2777)*

Dear President Saunders:

The Foundation for Individual Rights in Education (FIRE) unites leaders in the fields of civil rights and civil liberties, scholars, journalists, and public intellectuals across the political and ideological spectrum on behalf of liberty, legal equality, academic freedom, due process, freedom of speech, and freedom of conscience on America's college campuses. Our website, [thesfire.org](http://thesfire.org), will give you a greater sense of our identity and activities.

FIRE is concerned with the threat to freedom of expression presented by Florida Atlantic University's (FAU's) sanctions against Professor James Tracy due to the content of his personal blog. FAU's actions violate Tracy's right to freedom of expression and threaten the academic freedom of all FAU faculty. FAU must recognize its moral and legal obligations under the First Amendment and immediately reverse its disciplinary actions.

This is our understanding of the facts. Please inform us if you believe we are in error.

In addition to being a tenured associate professor in FAU's School of Communication & Media Studies, James Tracy maintains a personal blog, *Memory Hole*. Following the December 2012 shooting deaths at Sandy Hook Elementary School in Newtown, Connecticut, Tracy posted entries at *Memory Hole* in which he questioned and criticized the media's portrayal of the shootings. Tracy's articles garnered substantial media attention and criticism. As reported on January 7 by the *Sun Sentinel*, FAU Director of Media Relations Lisa Metcalf released a statement from FAU confirming that "James Tracy does not speak for the university. The website on which his post appeared is not affiliated with FAU in any way."

On January 18, Tracy met with Heather Colman, Interim Dean of FAU's College of Arts and Letters, and Associate Provost of Academic and Personnel

Programs Diane Alperin, Professor Douglas Broadfield, Grievance/Contract Enforcement Chair of the FAU chapter of the United Faculty of Florida (UFF), was also present. Coltman, who summarized the details of this meeting in a January 28 memorandum, asked Tracy about the disclaimer on the *Memory Hole* blog (clarifying that the opinions on the blog only represented Tracy's personal opinions) and when it was posted. She also asked him to provide her with evidence of the disclaimer. Tracy complied with this request, sending Coltman a link to an archived version of his blog, originally called *Memory Gap*, in a January 18 email. The "About" page on the archived site, dating back at least to July 23, 2012, contains a disclaimer stating that "[t]he views and analyses are solely the author's and are in no way endorsed or condoned by Florida Atlantic University or the State University System of Florida."

*Memory Hole*'s current "About" page states, in bolded type:

All items published herein represent the views of James Tracy and are not representative of or condoned by Florida Atlantic University or the State University System of Florida. James Tracy is not responsible for and does not necessarily agree with ideas or observations presented in comments posted on memoryholeblog.com.

In his January 18 email to Coltman, Tracy informed her that he had added the second sentence of the disclaimer several weeks earlier.

Despite his compliance with FAU's requests, and FAU's previous statements to the press that Tracy's blog was not affiliated in any way with FAU, Coltman sent Tracy a "Notice of Discipline," dated March 28, related to the content of the blog. Regarding the disclaimer's placement on the blog, Coltman wrote that "[c]learly, this disclaimer was ineffective as shown by the widespread misperception that your job and FAU are connected to the blog site." Coltman cited three other entries on *Memory Hole*, one referencing her and another FAU administrator, and two containing references to FAU that Tracy did not remove. "No disclaimers are present on any of these pages," the letter stated.

Coltman further charged that Tracy had "ignored" his obligations under section 5.3(d) of the FAU's Board of Trustees/United Faculty of Florida Collective Bargaining Agreement (CBA), which states in part:

When speaking on any matter of public interest, a faculty member shall make clear when comments represent personal opinions and when they represent official University positions.

Coltman concluded:

You must stop dragging FAU into your personal endeavors. Your actions continue to adversely affect the legitimate interests of the University and constitute misconduct. ... If you continue to fail to meet your professional obligations and respond to directives from your supervisor, you will face additional disciplinary action.

FAU's misguided and intrusive demands regarding the content of Tracy's blog threaten the free speech and academic freedom rights of Tracy and the entire FAU faculty.

As an initial matter, it is settled law that the First Amendment is fully binding on public universities like FAU. See *Widmar v. Vincent*, 454 U.S. 263, 268-69 (1981) ("With respect to persons entitled to be there, our cases leave no doubt that the First Amendment rights of speech and association extend to the campuses of state universities"); *Healy v. James*, 408 U.S. 169, 180 (1972) (internal citation omitted) ("[T]he precedents of this Court leave no room for the view that, because of the acknowledged need for order, First Amendment protections should apply with less force on college campuses than in the community at large. Quite to the contrary, 'the vigilant protection of constitutional freedoms is nowhere more vital than in the community of American schools'"). The Supreme Court has also repeatedly held that speech may not be punished merely because many may find it to be offensive or disrespectful. See *Texas v. Johnson*, 491 U.S. 397, 414 (1989) ("If there is a bedrock principle underlying the First Amendment, it is that the government may not prohibit the expression of an idea simply because society finds the idea itself offensive or disagreeable."); *Papish v. Board of Curators of the University of Missouri*, 410 U.S. 667, 670 (1973) ("[T]he mere dissemination of ideas--no matter how offensive to good taste--on a state university campus may not be shut off in the name alone of 'conventions of decency.'")

The First Amendment protects Tracy's personal blog entries. Recognizing that "a citizen who works for the government is nonetheless still a citizen," the Supreme Court has held that the First Amendment imposes limitations on the government's ability, as employer, "to restrict, incidentally or intentionally, the liberties employees enjoy in their capacities as private citizens." *Garcetti v. Ceballos*, 547 U.S. 410, 419 (2006). While "the First Amendment does not prohibit managerial discipline based on an employee's expressions *made pursuant to official responsibilities*," the government may not exert its authority as employer to punish employees for speech uttered as private citizens, particularly when that speech concerns matters of public concern. *Id.* at 424 (emphasis added); *see also Pickering v. Board of Education*, 391 U.S. 563, 571-72 (1968) (holding that because "free and open debate is vital to informed decisionmaking by the electorate," the dismissal of a public school teacher for criticizing the Board of Education violated the First Amendment, as the speech concerned "a matter of legitimate public concern"). The Court has identified the importance of protecting "the individual and societal interests that are served when employees speak as citizens on matters of public concern." *Garcetti* at 420.

Tracy's personal blog is not authored pursuant to, or as a requirement or function of, his employment by FAU. Nor does it "owe[] its existence to [Tracy's] professional responsibilities." *Id.* at 421. As Coltman's letter acknowledges, Tracy's blog is a "personal endeavor." Because Tracy's blog plainly concerns matters of public concern and is explicitly unrelated to his official responsibilities as an FAU professor, FAU may not discipline him for its content. This is true even when Tracy's blog entries concern or criticize FAU. *See, e.g., Perry v. Sindermann*, 408 U.S. 593, 598 (1972) ("a teacher's public criticism of his superiors on matters of public concern may be constitutionally protected"); *Pickering*, 391 U.S. at 574 ("statements by public officials on matters of public concern must be accorded First

Amendment protection despite the fact that the statements are directed at their nominal superiors").

The CBA further ensures Tracy's right to engage in personal speech, even speech critical of FAU, as a matter of his academic freedom. As Article 5.2 notes, Tracy's academic freedom rights include the right to "[s]peak freely on, and seek changes in, academic and institutional policies," and to "[e]xercise constitutional rights without institutional censorship or discipline." Prohibiting Tracy or any other FAU faculty member from mentioning the university or their university affiliations, and by extension from criticizing perceived injustices at FAU, amounts to a gag order on faculty speech.

By publishing a disclaimer on his personal blog, Tracy has complied with FAU policy by the plain language of the CBA. Article 5.3(d) states that on matters of public interest—as the circumstances of the murders in Newtown surely are—faculty "shall make clear when comments represent personal opinions and when they represent official University positions." Tracy has done exactly this: the statement on his personal blog explains that "[a]ll items published herein represent the views of James Tracy and are not representative of or condoned by Florida Atlantic University or the State University System of Florida." This clear, all-encompassing disclaimer is entirely sufficient. Requiring that he post such disclaimers repeatedly throughout his blog—especially on any article referencing FAU, as the university seems to desire—is unnecessary. Tracy cannot be held responsible for others' incorrect and unreasonable attribution of his speech to FAU.

By restricting what Professor Tracy can say on his personal blog and disciplining him for failing to abide by its unconstitutional requirements, FAU has chilled academic freedom. If FAU faculty cannot trust that the university will fully protect their First Amendment rights outside of the classroom, it only follows that they will fear for their academic freedom inside the classroom, as well, and self-censor accordingly. At a university ostensibly committed to free inquiry and scholarly debate, this is a disappointing, dangerous, and impermissible outcome. As the Supreme Court wrote in *Sweezy v. New Hampshire*, 354 U.S. 234, 250 (1957):

The essentiality of freedom in the community of American universities is almost self-evident. No one should underestimate the vital role in a democracy that is played by those who guide and train our youth. To impose any strait jacket upon the intellectual leaders in our colleges and universities would imperil the future of our Nation. ... Teachers and students must always remain free to inquire, to study and to evaluate, to gain new maturity and understanding; otherwise our civilization will stagnate and die.

FIRE asks that Florida Atlantic University retract its disciplinary letter against James Tracy, disavow any future punishment of Tracy on the basis of his blog's protected content, and make clear to Tracy and all FAU faculty that they enjoy full First Amendment rights in their extramural expression—including on their personal blogs. We hope FAU will welcome this opportunity to take a strong stand for faculty rights, and we are committed to ensuring a just outcome in this case.

We request a response to this letter by May 14, 2013.

Sincerely,

Will Creeley  
Director of Legal and Public Advocacy

cc:

Heather Coltman, Interim Dean, Dorothy F. Schmidt College of Arts and Letters

Diane Alperin, Associate Provost of Academic Personnel and Programs

Chris Robé, President, United Faculty of Florida, FAU Chapter

Douglas Broadfield, Grievance/Contract Enforcement Chair, United Faculty of Florida, FAU Chapter

Anthony Barbar, Chair, Board of Trustees

Thomas Workman, Chair, Audit & Finance Committee, Board of Trustees

Abdol Moabery, Chair, Strategic Planning Committee, Board of Trustees

Robert Rubin, Chair, Community and Governmental Relations Committee, Board of Trustees

Paul Tanner, Chair, Committee on Academic & Student Affairs, Board of Trustees

Julius Teske, Chair, Personnel and Compensation Committee, Board of Trustees

**ATTACHMENT G**

## SETTLEMENT AGREEMENT

**SUBJECT:** Negotiated Settlement of Grievance 2013-02

We have reached a negotiated settlement to Grievance 2013-02 filed on April 26, 2013 as follows:

1. Grievant, James Tracy, agrees not to use his work title (Associate Professor or similar) in any of his public postings or communications until the statements made are those of the University and prior written approval has been given. This includes all postings to his personal blog(s), comments to his own or other blogs, his twitter feed, or any other social media or other media outlet regardless if written or electronic.
2. Grievant will publish a disclaimer approved by the Vice Provost to satisfy the provisions of Article 5.3(d) of the CBA on the same web or written page as the content, and not on a different page or "About" page. This is necessary as links to the personal postings bypass other pages and go directly to the content.
3. FAU will remove the Notice of Discipline dated March 28, 2013 related to the past violation of Article 5.3(d) from the grievant's personnel file.
4. The grievant, the UFF, and the University agree that the intent and purpose of negotiated Article 5.3(d) remains in effect and serves an important function to the welfare of the University and its faculty.
5. In accordance with Article 20.10, this agreement addresses the underlying issues and facts are unique, and this agreement does not constitute precedent in any other matters. Upon signing below, this grievance is settled and withdrawn.

AGREED TO BY:

James Tracy  
Grievant  
Date: \_\_\_\_\_

Doug Broadfield  
UFF  
Date: \_\_\_\_\_

June Alperin  
Vice Provost, FAU  
Date: \_\_\_\_\_

**ATTACHMENT H**

## NEWS AND EVENTS

### BOOK LINKS

### Feature Story

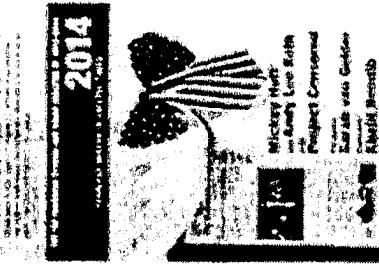
### Recent Publications & Accomplishments

## FEATURE STORY

### Students and Faculty Contribute to Project Censored

Multi-media journalism majors Ivan Konza, Brittany Cocciova, and Joe Raspolich were recognized for their research by media activist group Project Censored in the most recent volume *Censored 2014: The Top Censored Stories and Media Analysis of 2012-2013* (Seven Stories Press, 2013).

### Recent Publications & Accomplishments



### Censored 2014

Project Censored was established in 1976 by faculty in the Department of Communication Studies and the Department of Sociology at Sonoma State University. Each year the non-profit organization enlists undergraduate journalism students and faculty from around the world to research published stories on important topics that receive little-to-no coverage in mainstream commercial news outlets.

The story nominations are researched by students and initially vetted by faculty evaluators in their respective institutions. Upon submission the story proposals are assessed by an international body of journalists and scholars. The process culminates each year in a ranking of the 25 most important stories that are featured in a volume edited by Project Censored Co-directors Mickey Huff and Andy Lee Roth.

Konza, Cocciova, and Raspolich researched the stories in Professor James Tracy's Public Opinion and Modernity class in Spring 2013 over 200 such story nominations were submitted to Project Censored from participating universities. Konza's proposed story "The U.S. War on War" with "The Economic of Conflict and War: Variously reported in the UK Independent, UK Guardian, and Democracy Now! ranked at Number 12

## ARCHIVES

### Recent Archives

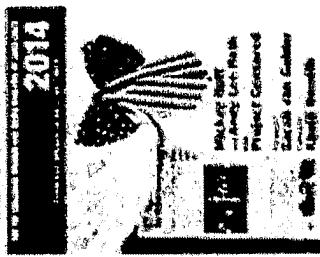
2013-2014  
2012-2013

### Earlier Archives

History of SCAMS  
SAY SOMETHING



SEARCH



## Censored 2014

Project Censored was established in 1976 by faculty in the Department of Communication Studies and the Department of Sociology at Sonoma State University. Each year the non-profit organization enlists undergraduate journalism students and faculty from around the world to research published stories on important topics that receive little-to-no coverage in mainstream commercial news outlets.

The story submissions are researched by students and initially vetted by faculty evaluators at the respective institutions. Upon submission the story proposals are assessed by an international body of journalists and scholars. The process culminates each year in a ranking of the 25 most important stories that are featured in a volume edited by Project Censored Co-directors Mickey Huff and Andy Lee Roth.

Xenia Cociiova and Rasboric researched the stories in Professor James Tracy's Public Opinion and Modernity class. In Spring 2013 over 200 such story nominations were submitted to Project Censored from participating universities. Xenia's proposed story, "The US Has 'the Best' Health," at the Center for Cancer in the U.S. (CCUS), variously reported in the UK Independent, UK Guardian, and Democracy Now! ranked at Number 12. This recognition was shared with student researcher Mark David Probert of Indian River State College. Cociiova's research on the story, "Prominent Establishment Journalists Turn Whistleblowers Over News Censorship," reported in the UK Guardian, Russian Today, and Natural News, received an honorable mention. Joe Rasboric's proposal, "Pesticides May Lead to Cancer and Autism in Children," also received honorable mention. Each story selection was discussed at length in the book's first chapter.

James Tracy's story, "Transgender People Only '40% of Human Cells,'" published by the Center for Research on Globalization in July 2012, was voted Number 14.

o. Fall 2013 and Spring 2014 Tracy's students have researched over forty story nominations for possible inclusion in the forthcoming volume. Censored 2015, to be published in October.



## NEWS AND EVENTS

### FEATURE STORY

#### Students and Faculty Contribute to Project Censored

Multimedia Journalism majors Alyssa Tufaro, Cealia Brannan, Isabella Diaz, and Ryan Kemp were recognized for their research by media activist group Project Censored in the most recent volume, Censored 2015: The Top Censored Stories and Media Analysis of 2013-2014 (Seven Stories Press, 2014). The book's foreword this year was written by Ralph Nader.

#### Recent Publications & Accomplishments

## ARCHIVES

### Recent Archives

2013-2014  
2012-2013

### Earlier Archives

History of SCMS

## QUICK LINKS

### Feature Story

#### Recent Publications & Accomplishments



### Censored 2015

Project Censored was established in 1976 by faculty in the Department of Communication Studies and the Department of Sociology at Sonoma State University. Each year the non-profit organization enlists undergraduate journalism students and faculty from around the world to research published stories on important topics that receive little-to-no coverage in mainstream commercial news outlets.

The story nominations are researched by students and initially vetted by faculty evaluators at their respective institutions. Upon submission the story proposals are assessed by an international body of journalists and scholars. The process culminates each year in a ranking of the 25 most important stories that are then featured and discussed in a volume edited by Project Censored Co-Directors Mickey Huff and Andy Lee Roth.



## STAY CONNECTED

Tufaro, Brannan, Diaz, and Kemp researched the stories in Professor James Tracy's Public Opinion and Modernity class. In Spring 2014 over 240 such story nominations were submitted to Project Censored from participating universities. Tufaro's research on the story, "Top Ten US Acid Recipients All Practice Torture," an article first appearing at the Left Foot Forward blog, ranked at Number 2. Brannan's story nomination, "Corporate News Media Understate Rape, Sexual Violence," reported on by Fairness and Accuracy in Reporting, the UK's Ceasefire magazine, and Reproductive & Sexual Health and Justice's Reality Check blog, was voted Number 22. This recognition was shared with student researchers Laura A. Parada and Christina Sabia of Indian River State College. Diaz's research on the story, "Number of Prison Inmates Serving Life Sentences Hits New Record," reported on by the UK Guardian, American Civil Liberties Union, Russ Baker's WhoWhatWhy, and War Times ranked at Number 23, with honors shared with Chelsea Pulver of College of Marin, and Pietro Pizzani, Mia Hulbert, and Fabiola Garcia of Indian River State College. Ryan Kemp's research on the story, "Epidemic of Wage Theft Threatens American Workers," as reported by Huffington Post, The Nation, and Inter Press Service, received an honorable mention. Each story selection was discussed at length in the book's first chapter.

James Tracy's story, "Health Impact of RF Radiation: Media Blackout" on Smart Meter Dangers, published by the Center for Research on Globalization in January 2014 and nominated by student researchers at San Francisco State University and Sonoma State University, was voted Number 14 alongside a related article, "Two Important New Papers Show Mobile Phone Use Does Cause an Increase in Brain Tumours," appearing at powerwatch.uk.org.

In Spring 2015 Tracy's students have researched over thirty story nominations for possible inclusion in the forthcoming volume, Censored 2016, to be published in October 2015.

**ATTACHMENT I**



**ATTACHMENT J**

## Annual Assignment: Edit/Add Assignment

## Edit/Add Assignment

| Annual Assign Year | ID          | First name | Last name | Campus  | College           | Department                               |
|--------------------|-------------|------------|-----------|---------|-------------------|--|
| 2015/AV            | 200-00-8763 | James      | Tracy     | B1-Main | 13-Arts & Letters | 1331-Communication & Multi-Media Studies |

[View Previous Versions](#)

You are on Parental leave for Fall 2015, you will have a 3-course assignment for Spring, 2016. The spring courses listed below are tentative and subject to change. You may at your discretion select to work with student DIS's or on thesis/examination committees.

| Term        | Activity Category | Course Prefix | Course Number | Course Indicator | Course Section | Reference No. | FTE Assign % |
|-------------|-------------------|---------------|---------------|------------------|----------------|---------------|--------------|
| Spring 2016 | Lower Level       | JNU           | 40104         | 001              | 210502         | 25.00         |              |
| Spring 2016 | Lower Level       | MJMC          | 10101         | 001              | 100002         | 25.00         |              |
| Spring 2016 | Upper Level       | MJMC          | 40100         | 001              | 210506         | 25.00         |              |

Total Teaching FTE % for Fall 2015 =

Total Teaching FTE % for Spring 2016 = 75.00

Total Teaching FTE % for Summer 2016 =

## 2015/2016 Academic Year

Chair, SCMS Non-Tenure-Track Promotions Committee Member, Search Committee, Multimedia Journalism Instructor Line (Summer 2015); Member, SCMS Scholarship Committee Member, SCMS Personnel Committee (for annual evaluations).

| Term        | Activity Category         | FTE Assign % |
|-------------|---------------------------|--------------|
| Spring 2016 | Other Instruction, Effect | 1.00         |

Total Instruction Related FTE % for Fall 2015 =

Total Instruction Related FTE % for Spring 2016 = 5.00

Total Instruction Related FTE % for Summer 2016 =

## 2015/2016 Academic Year

There is an expectation of research, scholarly or creative activity in line with the School's Annual Evaluation and P&T Criteria. You are encouraged to continue and apply for competitive grants and other funding avenues to support your research and scholarly works. Your co-edited volume, *Governing By Crisis*, published by TrueDay Books, has an anticipated publication date of fall 2015; you should do all required to help the publisher meet this deadline. My understanding is that you also have a chapter in that volume, which commends the importance of having it into print. Your article manuscript, "Governing Big Jim: Press Coverage of District Attorney Jim Garrison's JFK Assassination Investigation," is currently under review for Radical Criminology. Should you be invited to revise the manuscript, you should also work to move it into print as quickly as possible. In addition, you have a manuscript, titled "Constructing the Conspiracy Theory Professor," recently submitted for inclusion as a chapter in *Conspiracy Theories and the People Who Believe Them*, a volume edited by Joseph Uscinski at U of Miami, publisher TIA. This should be ushered through the appropriate revision process toward publication.

| Term        | Activity Category   | FTE Assign % |
|-------------|---------------------|--------------|
| Spring 2016 | University Research | 20.00        |

Total Research, Scholarship and Creative Activity FTE % for Fall 2015 =

Total Research, Scholarship and Creative Activity FTE % for Spring 2016 = 20.00

Total Research, Scholarship and Creative Activity FTE % for Summer 2016 =

## 2015/2016 Academic Year

No records to display

Total Service FTE % for Fall 2015 =

Total Service FTE % for Spring 2016 =

Total Service FTE % for Summer 2016 =

## 2015/2016 Academic Year

You have 100% Parental Leave for Fall 2015

| Term      | Activity Category            | FTE Assign % |
|-----------|------------------------------|--------------|
| Fall 2015 | I have 100% Absence With Pay | 100.00       |

Total Assigned Duties FTE % for Fall 2015 = 100.00

Total Assigned Duties FTE % for Spring 2016 =

Total Assigned Duties FTE % for Summer 2016 =

| Grand Total  |
|--|
| Total Assigned Duties FTE % for Fall 2015 = 100.00   |
| Total Assigned Duties FTE % for Spring 2016 = 100.00 |
| Total Assigned Duties FTE % for Summer 2016 = 0      |

**ATTACHMENT K**

# Re: Potential contribution

Peter Scott <[peterdalescott@gmail.com](mailto:peterdalescott@gmail.com)>

Mar 10, 2015, 12 PM

James Tracy <[jtracy@fau.edu](mailto:jtracy@fau.edu)>

Dear Prof. Tracy

First of all, let me congratulate you and Prof. Kissner (and Kris Millegan of Fine Day, whom I know) for undertaking this project, which seems to me to be urgently needed. May you succeed in opening up academic discourse to a serious discussion of topics which for so long have been considered unmentionable.

I will definitely want to contribute to your first volume. My interests coincide so closely with those set out in your joint letter that there are a great number of essays I could contemplate editing for your project. They range from the quite specific, from an essay I wrote on the Oklahoma City bombing (perhaps my most far-out recent essay), to overview essays, such as a paper I gave recently on the continuity of what you call "significant controlled events," and what I in my latest book, *The American Deep State*, call "structural deep events."

I am giving you here URLs for present versions of these two essays on line.

["Systemic Destabilization in Recent American History: 9/11, the JFK Assassination, and the Oklahoma City Bombing as a Strategy of Tension,"](http://japanfocus.org/3835) The Asia-Pacific Journal: Japan Focus, September 23, 2012, <http://japanfocus.org/3835>

["The Hidden Government Group Linking JFK, Watergate, Iran-Contra and 9/11,"](http://whowhatwhy.com/2014/10/05/the-hidden-government-group-linking-jfk-watergate-iran-contra-and-911/) WhoWhatWhy, October 5, 2014, <http://whowhatwhy.com/2014/10/05/the-hidden-government-group-linking-jfk-watergate-iran-contra-and-911/> (I should advise you that I have adapted this essay for use in my next political book, provisionally entitled "

[Dallas '63: Deep Events and the U.S. Shift from Détente to Hegemony,"](http://www.peterdalescott.net/0.html)

If there are any other of my on-line essays that you might wish to consider, you can see them all listed at <http://www.peterdalescott.net/0.html>

If I do not hear any expression of preference from you or Prof. Kissner, I am inclined to submit, with trepidation, my Oklahoma City essay. Even though, as I said, it is probably my most far-out. (My essay on Breivik might compete for that title.)

Thank you for thinking of me. May I take the liberty of forwarding your letter to others who might be interested?

Sincerely,  
Peter Dale Scott  
<http://www.peterdalescott.net>

On Tue, Mar 10, 2015 at 5:27 PM, James Tracy <[jtracy@fau.edu](mailto:jtracy@fau.edu)> wrote:

Dear Professor Scott,

Adnan Zubari passed along your email to me. I have known him for the past few years, primarily because of his film

I am an admirer of your work. As you may recall, Gary Null had us on his program some time ago, along with Kris Millegan of TimeDay.

A colleague and I are presently developing an edited volume of essays, and wanted to know if you may be interested in contributing a chapter. I have attached the call. Of course, I realize that you are quite busy, and so will certainly understand if you're not able to do so.

Thank you for your consideration.

Sincerely,

James Tracy  
Associate Professor  
School of Communication and Multimedia Studies  
Florida Atlantic University  
777 Glades Road CU 220  
Boca Raton, FL 33431  
tel. 561-297-6265  
Skype: james.tracy10  
<http://www.fau.edu/scms/tracy.php>

**ATTACHMENT L**

## ANTHROPOLOGY

>> A study by **Douglas Broadfield**, along with Kristian J. Carlson, University of the Witwatersrand, and Ralph L. Holloway, Columbia University, about the South African Taung Child fossil, was published in the journal *Proceedings of the National Academy of Sciences*.

## ENGLISH

>> Several faculty members have come out with new books: **Kate Schmitt**'s book "Singing Bones" is a memoir about a woman facing inner demons and **Andy Furman** published "Bitten, My Unexpected Love Affair With Florida" a book about living in South Florida. NPR Radio interviewed Furman about the book. You can listen in at [wlrn.org/post/unexpected-love-affair-florida](http://wlrn.org/post/unexpected-love-affair-florida).

>> **Lisa Swanstrom** was part of a research team that got an NEH Start-up Grant from the Office of Digital Humanities (ODH). The project is called CELL: a Search Engine for Electronic Literature.

## HISTORY

>> **Douglas T. McGetchin** was a U.S. Fullbright Scholar in Kolkata (Calcutta), India in Spring 2014.

>> **Kenneth Holloway** is currently a scholar-in-residence at Funan University in Shanghai, China.

## MUSIC

>> **Kevin Wilt**'s compositions were performed by the Southwestern Oklahoma State University Band and the Ventoso Winds at the Cave Without a Name in Boerne, Texas. There was also a live performance of a film score, "Perfection at the Plate," in Los Angeles by the Helix Collective.

>> **Michael Zager** is producing an album titled, "Broadway Composers and Lyricists Sing Their Songs." The album consists of Tony Award-winning composers (continued)

## MUSIC (CONTINUED)

and lyricists singing their songs with only a piano accompaniment. To date, he has recorded Charles Strouse (*Annie*, *Applause* and *Bye Bye Birdie*), Stephen Schwartz (*Wicked*, *Pippin* and *Godspell*), Sheldon Harnick (*Fiddler on the Roof* and *Fiorello*), Stephen Lutvak (*A Gentleman's Guide to Love and Murder* winner of the Best Musical Tony Award 2014), Jason Robert Brown (*The Bridges of Madison County* Tony Award for Best Composer and Best Orchestrations 2014) and Adam Guettel (*The Light in the Piazza*).

## POLITICAL SCIENCE

>> **Robert Rabil**'s book titled "Salafism in Lebanon: From Apoliticism to Transnational Jihadism," examines the emergence and development of Salafism into a prominent religious movement in Lebanon. Drawing on field research trips, personal interviews, and Arabic primary sources, the book explores the relationship between the ideologies of the various schools of Salafism and their praxis in relation to Lebanese politics. Rabil's book will be published in September 2014, at which time he will present it at Harvard University.

>> **Kevin Wagner**'s latest book, "Tweeting to Power," coauthored with Jason Gagnon of the University of Louisville, provides an analysis of the effect of online social media on how people come to learn, understand and engage in politics. The book includes trends in a dataset comprising tweets from members of Congress during the 2010 Presidential campaign

>> A paper co-authored by **Miryam Holman** has been selected as the Best Paper for the Women and Politics section of the "American Political Science Association." The paper, titled "Power, Conflict, and Community: How Gendered Views of Political Power Influence Women's Political Ambition" is an evaluation of the role that perceptions of political careers play in political ambition, particularly women's political ambition.

## POLITICAL SCIENCE (CONTINUED)

>> **Mehmet Gurses** has co-edited a book titled "Conflict, Democratization, and the Kurds in the Middle East: Turkey, Iran, Iraq, and Syria." The volume contains a collection of essays from many of the most accomplished scholars from Israel, the United Kingdom and the United States working on the Kurdish issue and questions of democratization.

## SOCIOLOGY

>> **Patricia Widener** recently returned from a yearlong sabbatical in New Zealand where she studied how New Zealanders are responding to new oil proposals, both offshore and fracking. This research complements her book titled "Oil Injustice," which examines how oil-impacted communities and their transnational allies mobilized in response to the construction of an oil project in Ecuador.

## VISUAL ARTS AND ART HISTORY

>> "Elephant" magazine included a feature on **Carol Prusa**'s (visual arts and art history) work in their summer issue. Prusa was also asked to make an egg for the Big Egg Hunt in New York City last Easter. The egg was installed in midtown Manhattan. Faberge put on the event to raise money for The Studio in a School art programs for underserved city kids and The Elephant Family, which works to save endangered elephants.

## CENTER FOR WOMEN, GENDER AND SEXUALITY STUDIES

>> **Josephine Beoku-Betts** received the 2015 SWS Feminist Activism Award from Sociologists for Women in Society, recognizing her "contributions to feminist activism and her consistent use of sociology to better the lives of women."

## SCHOOL OF COMMUNICATION AND MULTIMEDIA STUDIES

>> **Noemi Marin** presented a paper, "The Role of the Nation: Starting Points of Political Arguments and Presidential Rhetoric in Post-1989," at the International Society for the Study of Argumentation International Conference, University of Amsterdam.

>> **David Cratis Williams** presented a co-authored paper, "Rule of Law, 'Freedom,' and 'Democracy': Domestic and International Building Blocks of Contemporary Russian Political Ideology," at the International Society for the Study of Argumentation International Conference, University of Amsterdam.

>> **James Tracy** presented a paper, "Tracing 'Big Jim': The CIA, US News Media, and Press Coverage of the Jim Garrison JFK Assassination Investigation," at the 97th annual Association for Education in Journalism and Mass Communication Annual Conference in Montreal, Canada.

## LIFELONG LEARNING SOCIETY Professorships in Current Affairs

>> **Mary Cameron** (anthropology) received the 2014-15 Annual LLS Professorship in Current Affairs, and **Jamie Cunningham** (music) received the 2014-15 Annual LLS Professorship in Arts and Humanities. Both will teach a class for LLS.

## FAU AWARDS

**Kyle Prescott** (music) received an Award for Excellence and Innovation in Undergraduate Teaching; **Shantelle Maxwell** (English) receive an Award for Excellence and Innovation in Undergraduate Advising; **Dean Heather Colton** received the 2014 FAU Division of Student Affairs Outstanding Faculty Award in appreciation of her contributions to the Division of Student Affairs.

## PROMOTIONS

>> The following faculty received tenure and promotion to associate professor: **Becka McKay** (English), **Evan Bennett** (History) and **Carla Calarge** (LLCI).

## PROMOTIONS (CONTINUED)

>> The following faculty received promotion to professor: **David Williams** and **Anthony Guneratne** (SCMS), **Robert Rabil** (Political Science), **Prisca Augustyn** (LLCI).

>> The following instructors received promotion from instructor to senior instructor: **Claudia Dunlea** (History), **Kevin Petrich** (SCMS), **Emanuele Pettener** (LLCI), **Richard Potter** (English), **David Rossow** (Music), **Lilith Trewick** (English), **Evelyn Trotter** (LLCI).

## PEACE, JUSTICE AND HUMAN RIGHTS INITIATIVE

>> Fellows were named in the Spring of 2014 for FAU's Peace, Justice, and Initiative. Among the group are six faculty members from the Dorothy F. Schmidt College of Arts and Letters, including **Angela Nichols**, **Kelly Shannon**, **Carla Calarge**, **Fred Fejes**, **P. Raphael Dalleo** and **Wendy Hinshaw**. The other members are **Victor Wang**, College of Education; **Wilma Greenfield**, College for Design and Social Inquiry; **Mark Peterson**, College of Business; **Mark Tunick**, FAU Honors College; **Patricia Lehr**, Christine E. Lynn College of Nursing; and **Robin Vallacher**, Charles E. Schmidt College of Science. PJHR is a University-wide initiative that is supported by Walter and Lalita Janke. For more information, visit [fau.edu/pjhr](http://fau.edu/pjhr).

## GRADUATE STUDENT AWARDS

The Gimelstob Symposia, organized by **Federick Greenspahn**, Gimelstob Eminent Scholar in Judaic Studies and professor of Languages, Linguistics and Comparative Literature, bring leading Judaic Studies scholars to FAU in order to explore topics in which there have been significant discussions and debates. Scholars from prominent universities described current understandings of the origins of the rabbinic movement, the synagogue, fixed liturgy, and the break with Christianity, as well as the varieties of Judaism in both its Middle Eastern homeland and the diaspora, including that represented in the Dead Sea scrolls.

## NEW FACULTY

>> **Philosophy: Lauren Guilmette** received her Ph.D. in philosophy from Emory University. Guilmette's current research focuses on feminism, continental philosophy, and theories of affect in ethics and politics.

>> **English: Adam Spry** earned his Ph.D. in English and Comparative Literature from Columbia University. His research specialization is in Native American literature and centers around the literary history of the Ojibwe people.

**Sunny Xiang** earned her Ph.D. in English from the University of California, Berkeley. Her research interests include Asian American literature, Asian Anglophone literatures, narrative theory, Cold War culture, Critical Race Studies, Human Rights, War and Ethics.

>> **History: Kelly Shannon** received her Ph.D. in History from Temple University. Shannon's fields of study are the history of U.S. foreign relations, the modern Islamic world and international feminism.

>> **Languages, Linguistics and Comparative Literature: Viktor Kharlamov** received his Ph.D. in Linguistics from the University of Ottawa. His research interests include experimental and theoretical phonology; phonetics-phonology interface; acoustic and articulatory phonetics; and phonological and morphological processing.

**Roderick Cooke** received his Ph.D., M.Phil., and M.A. (French) from Columbia University. His doctoral research and training focuses on the nineteenth century French context.

>> **Music: Dalaine Chapman** received her Ph.D. in Music and Human Learning from The University of Texas at Austin. Her research interests include music teacher evaluation and assessment as well as the supervision of student teachers.

**Stacie Rossow** holds a Doctorate in Musical Arts degree in Choral Conducting from the University of Miami. Rossow has been a member of the faculty at FAU since 2000 and has served as conductor of the Women's Chorus since 1998.