

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

November 22, 2015

Heather Coltman, 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 Coltman,

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 Arts 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 F)

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 refraining 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 the University publicly declares that I am "a regular contributor to GlobalResearch.ca." (Attachment I)

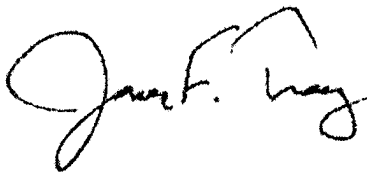
Further, my 2015-16 Annual Assignment includes research projects such as, "Confessions of a Conspiracy Theory Professor," a chapter to be included in a forthcoming volume edited by University of Miami Political Science Professor Joseph Uscinski published by Oxford University Press. Another project I 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,

A handwritten signature in black ink, appearing to read "James F. Tracy". The signature is fluid and cursive, with a large initial "J" and a stylized "T".

James F. Tracy

ATTACHMENT A



DOROTHY F. SCHMIDT COLLEGE OF ARTS AND LETTERS

Office of the Dean
777 Glades Road
Boca Raton, FL 33431
tel: 561 297 2600
fax: 561 297 2702
e: dschmidt@fau.edu
www.fau.edu

November 10, 2015

Dr. James Tracy
300 NW 36th 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

Boca Raton • Dania Beach • Davie • Fort Lauderdale • Jupiter • Treasure Coast

An Equal Opportunity/Equal Access Institution

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,

A handwritten signature in cursive script, appearing to read "Heather Colman".

Dr. Heather Colman, Dean

cc: Diane Asperin, Vice Provost for Academic Affairs

David Williams, Director
School of Communication and Multimedia Studies

ATTACHMENT B

James F. 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, CL 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 INTEREST, 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 Collman's October 20, 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.

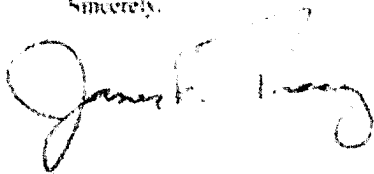
I further noted in my October 28 email your dismissiveness toward my observations concerning administrative governance. For example, in a September 25 faculty meeting you responded emotionally to my suggestion that there was little-if-any managerial transparency concerning Dean Collman's unilateral plans to reorganize Multimedia Journalism in 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 son'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 Collman's unwarranted (and later rescinded) disciplinary action against me on March 28, 2013, the April 30 pillory of me in the local press condoned and apparently coordinated by Collman and Associate Provost Deane Algeon, 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. This 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,

A handwritten signature in dark ink, appearing to read "James F. Tracy". The signature is fluid and cursive, with a large initial "J" and a long, sweeping underline.

James F. Tracy

1967 JAMES E. ANNUAL ASSEMBLY IN POLAY

[illegible]

Date	Activity Category	Person Name	Amount Received	Amount Paid	Balance	Notes
1999/01/01	Income	John	1000		1000	
1999/01/03	Expense	John		100	900	
1999/01/10	Income	John	500		1400	

Don't forget to call 1-800-444-4444

2020年12月15日

中華民國二十九年十月二十日

[illegible]

SECRET

CONFIDENTIAL

For a copy of this document, please contact the author.

1970-1971

‘सर्वे भद्राणि कर्तव्यानि’ इति श्रुतिः ।

[illegible]

1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2025 2026 2027 2028 2029 2030 2031 2032 2033 2034 2035 2036 2037 2038 2039 2040 2041 2042 2043 2044 2045 2046 2047 2048 2049 2050 2051 2052 2053 2054 2055 2056 2057 2058 2059 2060 2061 2062 2063 2064 2065 2066 2067 2068 2069 2070 2071 2072 2073 2074 2075 2076 2077 2078 2079 2080 2081 2082 2083 2084 2085 2086 2087 2088 2089 2090 2091 2092 2093 2094 2095 2096 2097 2098 2099 2100 2101 2102 2103 2104 2105 2106 2107 2108 2109 2110 2111 2112 2113 2114 2115 2116 2117 2118 2119 2120 2121 2122 2123 2124 2125 2126 2127 2128 2129 2130 2131 2132 2133 2134 2135 2136 2137 2138 2139 2140 2141 2142 2143 2144 2145 2146 2147 2148 2149 2150 2151 2152 2153 2154 2155 2156 2157 2158 2159 2160 2161 2162 2163 2164 2165 2166 2167 2168 2169 2170 2171 2172 2173 2174 2175 2176 2177 2178 2179 2180 2181 2182 2183 2184 2185 2186 2187 2188 2189 2190 2191 2192 2193 2194 2195 2196 2197 2198 2199 2200 2201 2202 2203 2204 2205 2206 2207 2208 2209 2210 2211 2212 2213 2214 2215 2216 2217 2218 2219 2220 2221 2222 2223 2224 2225 2226 2227 2228 2229 2230 2231 2232 2233 2234 2235 2236 2237 2238 2239 2240 2241 2242 2243 2244 2245 2246 2247 2248 2249 2250 2251 2252 2253 2254 2255 2256 2257 2258 2259 2260 2261 2262 2263 2264 2265 2266 2267 2268 2269 2270 2271 2272 2273 2274 2275 2276 2277 2278 2279 2280 2281 2282 2283 2284 2285 2286 2287 2288 2289 2290 2291 2292 2293 2294 2295 2296 2297 2298 2299 2300 2301 2302 2303 2304 2305 2306 2307 2308 2309 2310 2311 2312 2313 2314 2315 2316 2317 2318 2319 2320 2321 2322 2323 2324 2325 2326 2327 2328 2329 2330 2331 2332 2333 2334 2335 2336 2337 2338 2339 2340 2341 2342 2343 2344 2345 2346 2347 2348 2349 2350 2351 2352 2353 2354 2355 2356 2357 2358 2359 2360 2361 2362 2363 2364 2365 2366 2367 2368 2369 2370 2371 2372 2373 2374 2375 2376 2377 2378 2379 2380 2381 2382 2383 2384 2385 2386 2387 2388 2389 2390 2391 2392 2393 2394 2395 2396 2397 2398 2399 2400 2401 2402 2403 2404 2405 2406 2407 2408 2409 2410 2411 2412 2413 2414 2415 2416 2417 2418 2419 2420 2421 2422 2423 2424 2425 2426 2427 2428 2429 2430 2431 2432 2433 2434 2435 2436 2437 2438 2439 2440 2441 2442 2443 2444 2445 2446 2447 2448 2449 2450 2451 2452 2453 2454 2455 2456 2457 2458 2459 2460 2461 2462 2463 2464 2465 2466 2467 2468 2469 2470 2471 2472 2473 2474 2475 2476 2477 2478 2479 2480 2481 2482 2483 2484 2485 2486 2487 2488 2489 2490 2491 2492 2493 2494 2495 2496 2497 2498 2499 2500 2501 2502 2503 2504 2505 2506 2507 2508 2509 2510 2511 2512 2513 2514 2515 2516 2517 2518 2519 2520 2521 2522 2523 2524 2525 2526 2527 2528 2529 2530 2531 2532 2533 2534 2535 2536 2537 2538 2539 2540 2541 2542 2543 2544 2545 2546 2547 2548 2549 2550 2551 2552 2553 2554 2555 2556 2557 2558 2559 2560 2561 2562 2563 2564 2565 2566 2567 2568 2569 2570 2571 2572 2573 2574 2575 2576 2577 2578 2579 2580 2581 2582 2583 2584 2585 2586 2587 2588 2589 2590 2591 2592 2593 2594 2595 2596 2597 2598 2599 2600 2601 2602 2603 2604 2605 2606 2607 2608 2609 2610 2611 2612 2613 2614 2615 2616 2617 2618 2619 2620 2621 2622 2623 2624 2625 2626 2627 2628 2629 2630 2631 2632 2633 2634 2635 2636 2637 2638 2639 2640 2641 2642 2643 2644 2645 2646 2647 2648 2649 2650 2651 2652 2653 2654 2655 2656 2657 2658 2659 2660 2661 2662 2663 2664 2665 2666 2667 2668 2669 2670 2671 2672 2673 2674 2675 2676 2677 2678 2679 2680 2681 2682 2683 2684 2685 2686 2687 2688 2689 2690 2691 2692 2693 2694 2695 2696 2697 2698 2699 2700 2701 2702 2703 2704 2705 2706 2707 2708 2709 2710 2711 2712 2713 2714 2715 2716 2717 2718 2719 2720 2721 2722 2723 2724 2725 2726 2727 2728 2729 2730 2731 2732 2733 2734 2735 2736 2737 2738 2739 2740 2741 2742 2743 2744 2745 2746 2747 2748 2749 2750 2751 2752 2753 2754 2755 2756 2757 2758 2759 2760 2761 2762 2763 2764 2765 2766 2767 2768 2769 2770 2771 2772 2773 2774 2775 2776 2777 2778 2779 2780 2781 2782 2783 2784 2785 2786 2787 2788 2789 2790 2791 2792 2793 2794 2795 2796 2797 2798 2799 2800 2801 2802 2803 2804 2805 2806 2807 2808 2809 2810 2811 2812 2813 2814 2815

[illegible]

... ..

[Faint, illegible handwritten text]

[Faint handwritten notes at the bottom of the page]

1. The first part of the document is a list of names and dates, which appears to be a roster or a list of participants. The names are written in a cursive script, and the dates are written in a more formal, printed script. The names are: "John A. Smith", "John B. Smith", "John C. Smith", "John D. Smith", "John E. Smith", "John F. Smith", "John G. Smith", "John H. Smith", "John I. Smith", "John J. Smith", "John K. Smith", "John L. Smith", "John M. Smith", "John N. Smith", "John O. Smith", "John P. Smith", "John Q. Smith", "John R. Smith", "John S. Smith", "John T. Smith", "John U. Smith", "John V. Smith", "John W. Smith", "John X. Smith", "John Y. Smith", "John Z. Smith". The dates are: "1880", "1881", "1882", "1883", "1884", "1885", "1886", "1887", "1888", "1889", "1890", "1891", "1892", "1893", "1894", "1895", "1896", "1897", "1898", "1899", "1900", "1901", "1902", "1903", "1904", "1905", "1906", "1907", "1908", "1909", "1910", "1911", "1912", "1913", "1914", "1915", "1916", "1917", "1918", "1919", "1920", "1921", "1922", "1923", "1924", "1925", "1926", "1927", "1928", "1929", "1930", "1931", "1932", "1933", "1934", "1935", "1936", "1937", "1938", "1939", "1940", "1941", "1942", "1943", "1944", "1945", "1946", "1947", "1948", "1949", "1950", "1951", "1952", "1953", "1954", "1955", "1956", "1957", "1958", "1959", "1960", "1961", "1962", "1963", "1964", "1965", "1966", "1967", "1968", "1969", "1970", "1971", "1972", "1973", "1974", "1975", "1976", "1977", "1978", "1979", "1980", "1981", "1982", "1983", "1984", "1985", "1986", "1987", "1988", "1989", "1990", "1991", "1992", "1993", "1994", "1995", "1996", "1997", "1998", "1999", "2000", "2001", "2002", "2003", "2004", "2005", "2006", "2007", "2008", "2009", "2010", "2011", "2012", "2013", "2014", "2015", "2016", "2017", "2018", "2019", "2020", "2021", "2022", "2023", "2024", "2025", "2026", "2027", "2028", "2029", "2030", "2031", "2032", "2033", "2034", "2035", "2036", "2037", "2038", "2039", "2040", "2041", "2042", "2043", "2044", "2045", "2046", "2047", "2048", "2049", "2050", "2051", "2052", "2053", "2054", "2055", "2056", "2057", "2058", "2059", "2060", "2061", "2062", "2063", "2064", "2065", "2066", "2067", "2068", "2069", "2070", "2071", "2072", "2073", "2074", "2075", "2076", "2077", "2078", "2079", "2080", "2081", "2082", "2083", "2084", "2085", "2086", "2087", "2088", "2089", "2090", "2091", "2092", "2093", "2094", "2095", "2096", "2097", "2098", "2099", "2100", "2101", "2102", "2103", "2104", "2105", "2106", "2107", "2108", "2109", "2110", "2111", "2112", "2113", "2114", "2115", "2116", "2117", "2118", "2119", "2120", "2121", "2122", "2123", "2124", "2125", "2126", "2127", "2128", "2129", "2130", "2131", "2132", "2133", "2134", "2135", "2136", "2137", "2138", "2139", "2140", "2141", "2142", "2143", "2144", "2145", "2146", "2147", "2148", "2149", "2150", "2151", "2152", "2153", "2154", "2155", "2156", "2157", "2158", "2159", "2160", "2161", "2162", "2163", "2164", "2165", "2166", "2167", "2168", "2169", "2170", "2171", "2172", "2173", "2174", "2175", "2176", "2177", "2178", "2179", "2180", "2181", "2182", "2183", "2184", "2185", "2186", "2187", "2188", "2189", "2190", "2191", "2192", "2193", "2194", "2195", "2196", "2197", "2198", "2199", "2200", "2201", "2202", "2203", "2204", "2205", "2206", "2207", "2208", "2209", "2210", "2211", "2212", "2213", "2214", "2215", "2216", "2217", "2218", "2219", "2220", "2221", "2222", "2223", "2224", "2225", "2226", "2227", "2228", "2229", "2230", "2231", "2232", "2233", "2234", "2235", "2236", "2237", "2238", "2239", "2240", "2241", "2242", "2243", "2244", "2245", "2246", "2247", "2248", "2249", "2250", "2251", "2252", "2253", "2254", "2255", "2256", "2257", "2258", "2259", "2260", "2261", "2262", "2263", "2264", "2265", "2266", "2267", "2268", "2269", "2270", "2271", "2272", "2273", "2274", "2275", "2276", "2277", "2278", "2279", "2280", "2281", "2282", "2283", "2284", "2285", "2286", "2287", "2288", "2289", "2290", "2291", "2292", "2293", "2294", "2295", "2296", "2297", "2298", "2299", "2300", "2301", "2302", "2303", "2304", "2305", "2306", "2307", "2308", "2309", "2310", "2311", "2312", "2313", "2314", "2315", "2316", "2317", "2318", "2319", "2320", "2321", "2322", "2323", "2324", "2325", "2326", "2327", "2328", "2329", "2330", "2331", "2332", "2333", "2334", "2335", "2336", "2337", "2338", "2339", "2340", "2341", "2342", "2343", "2344", "2345", "2346", "2347", "2348", "2349", "2350", "2351", "2352", "2353", "2354", "2355", "2356", "2357", "2358", "2359", "2360", "2361", "2362", "2363", "2364", "2365", "2366", "2367", "2368", "2369", "2370", "2371", "2372", "2373", "2374", "2375", "2376", "2377", "2378", "2379", "2380", "2381", "2382", "2383", "2384", "2385", "2386", "2387", "2388", "2389", "2390", "2391", "2392", "2393", "2394", "2395", "2396", "2397", "2398", "2399", "2400", "2401", "2402", "2403", "2404", "2405", "2406", "2407", "2408", "2409", "2410", "2411", "2412", "2413", "2414", "2415", "2416", "2417", "2418", "2419", "2420", "2421", "2422", "2423", "2424", "2425", "2426", "2427", "2428", "2429", "2430", "2431", "2432", "2433", "2434", "2435", "2436", "2437", "2438", "2439", "2440", "2441", "2442", "2443", "2444", "2445", "2446", "2447", "2448", "2449", "2450", "2451", "2452", "2453", "2454", "2455", "2456", "2457", "2458", "2459", "2460", "2461", "2462", "2463", "2464", "2465", "2466", "2467", "2468", "2469", "2470", "2471", "2472", "2473", "2474", "2475", "2476", "2477", "2478", "2479", "2480", "2481", "2482", "2483", "2484", "2485", "2486", "2487", "2488", "2489", "2490", "2491", "2492", "2493", "2494", "2495", "2496", "2497", "2498", "2499", "2500", "2501", "2502", "2503", "2504", "2505", "2506", "2507", "2508", "2509", "2510", "2511", "2512", "2513", "2514", "2515", "2516", "2517", "2518", "2519", "2520", "2521", "2522", "2523", "2524", "2525",

1990年12月15日

[illegible]

.....

1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025, 2026, 2027, 2028, 2029, 2030, 2031, 2032, 2033, 2034, 2035, 2036, 2037, 2038, 2039, 2040, 2041, 2042, 2043, 2044, 2045, 2046, 2047, 2048, 2049, 2050, 2051, 2052, 2053, 2054, 2055, 2056, 2057, 2058, 2059, 2060, 2061, 2062, 2063, 2064, 2065, 2066, 2067, 2068, 2069, 2070, 2071, 2072, 2073, 2074, 2075, 2076, 2077, 2078, 2079, 2080, 2081, 2082, 2083, 2084, 2085, 2086, 2087, 2088, 2089, 2090, 2091, 2092, 2093, 2094, 2095, 2096, 2097, 2098, 2099, 2100, 2101, 2102, 2103, 2104, 2105, 2106, 2107, 2108, 2109, 2110, 2111, 2112, 2113, 2114, 2115, 2116, 2117, 2118, 2119, 2120, 2121, 2122, 2123, 2124, 2125, 2126, 2127, 2128, 2129, 2130, 2131, 2132, 2133, 2134, 2135, 2136, 2137, 2138, 2139, 2140, 2141, 2142, 2143, 2144, 2145, 2146, 2147, 2148, 2149, 2150, 2151, 2152, 2153, 2154, 2155, 2156, 2157, 2158, 2159, 2160, 2161, 2162, 2163, 2164, 2165, 2166, 2167, 2168, 2169, 2170, 2171, 2172, 2173, 2174, 2175, 2176, 2177, 2178, 2179, 2180, 2181, 2182, 2183, 2184, 2185, 2186, 2187, 2188, 2189, 2190, 2191, 2192, 2193, 2194, 2195, 2196, 2197, 2198, 2199, 2200, 2201, 2202, 2203, 2204, 2205, 2206, 2207, 2208, 2209, 2210, 2211, 2212, 2213, 2214, 2215, 2216, 2217, 2218, 2219, 2220, 2221, 2222, 2223, 2224, 2225, 2226, 2227, 2228, 2229, 2230, 2231, 2232, 2233, 2234, 2235, 2236, 2237, 2238, 2239, 2240, 2241, 2242, 2243, 2244, 2245, 2246, 2247, 2248, 2249, 2250, 2251, 2252, 2253, 2254, 2255, 2256, 2257, 2258, 2259, 2260, 2261, 2262, 2263, 2264, 2265, 2266, 2267, 2268, 2269, 2270, 2271, 2272, 2273, 2274, 2275, 2276, 2277, 2278, 2279, 2280, 2281, 2282, 2283, 2284, 2285, 2286, 2287, 2288, 2289, 2290, 2291, 2292, 2293, 2294, 2295, 2296, 2297, 2298, 2299, 2300, 2301, 2302, 2303, 2304, 2305, 2306, 2307, 2308, 2309, 2310, 2311, 2312, 2313, 2314, 2315, 2316, 2317, 2318, 2319, 2320, 2321, 2322, 2323, 2324, 2325, 2326, 2327, 2328, 2329, 2330, 2331, 2332, 2333, 2334, 2335, 2336, 2337, 2338, 2339, 2340, 2341, 2342, 2343, 2344, 2345, 2346, 2347, 2348, 2349, 2350, 2351, 2352, 2353, 2354, 2355, 2356, 2357, 2358, 2359, 2360, 2361, 2362, 2363, 2364, 2365, 2366, 2367, 2368, 2369, 2370, 2371, 2372, 2373, 2374, 2375, 2376, 2377, 2378, 2379, 2380, 2381, 2382, 2383, 2384, 2385, 2386, 2387, 2388, 2389, 2390, 2391, 2392, 2393, 2394, 2395, 2396, 2397, 2398, 2399, 2400, 2401, 2402, 2403, 2404, 2405, 2406, 2407, 2408, 2409, 2410, 2411, 2412, 2413, 2414, 2415, 2416, 2417, 2418, 2419, 2420, 2421, 2422, 2423, 2424, 2425, 2426, 2427, 2428, 2429, 2430, 2431, 2432, 2433, 2434, 2435, 2436, 2437, 2438, 2439, 2440, 2441, 2442, 2443, 2444, 2445, 2446, 2447, 2448, 2449, 2450, 2451, 2452, 2453, 2454, 2455, 2456, 2457, 2458, 2459, 2460, 2461, 2462, 2463, 2464, 2465, 2466, 2467, 2468, 2469, 2470, 2471, 2472, 2473, 2474, 2475, 2476, 2477, 2478, 2479, 2480, 2481, 2482, 2483, 2484, 2485, 2486, 2487, 2488, 2489, 2490, 2491, 2492, 2493, 2494, 2495, 2496, 2497, 2498, 2499, 2500, 2501, 2502, 2503, 2504, 2505, 2506, 2507, 2508, 2509, 2510, 2511, 2512, 2513, 2514, 2515, 2516, 2517, 2518, 2519, 2520, 2521, 2522, 2523, 2524, 2525, 2526, 2527, 2528, 2529, 2530, 2531, 2532, 2533, 2534, 2535, 2536, 2537, 2538, 2539, 2540, 2541, 2542, 2543, 2544, 2545, 2546, 2547, 2548, 2549, 2550, 2551, 2552, 2553, 2554, 2555, 2556, 2557, 2558, 2559, 2560, 2561, 2562, 2563, 2564, 2565, 2566, 2567, 2568, 2569, 2570, 2571, 2572, 2573, 2574, 2575, 2576, 2577, 2578, 2579, 2580, 2581, 2582, 2583, 2584, 2585, 2586, 2587, 2588, 2589, 2590, 2591, 2592, 2593, 2594, 2595, 2596, 2597, 2598, 2599, 2600, 2601, 2602, 2603, 2604, 2605, 2606, 2607, 2608, 2609, 2610, 2611, 2612, 2613, 2614, 2615, 2616, 2617, 2618, 2619, 2620, 2621, 2622, 2623, 2624, 2625, 2626, 2627, 2628, 2629, 2630, 2631, 2632, 2633, 2634, 2635, 2636, 2637, 2638, 2639, 2640, 2641, 2642, 2643, 2644, 2645, 2646, 2647, 2648, 2649, 2650, 2651, 2652, 2653, 2654, 2655, 2656, 2657, 2658, 2659, 2660, 2661, 2662, 2663, 2664, 2665, 2666, 2667, 2668, 2669, 2670, 2671, 2672, 2673, 2674, 2675, 2676, 2677, 2678, 2679, 2680, 26

... ..

Grand Total

... ..

Figure 1

0.44 25.205

ATTACHMENT C

RE: Annual Assignment

David Williams

Mon 11/02/2015 12:51 PM

also

James Tracy <jtracy@fau.edu>

Stephen Charbonneau <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
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

Tue 10/20/2015 9:49 AM

Athena Murray <murraya@fau.edu>, Bradley Lewter <blewter@fau.edu>, Becky Mulvaney <bmulvane@fau.edu>, Christopher Robe <crobe@fau.edu>, Christine Scodari <cscodari@fau.edu>, Patricia Darlington <darlingt@fau.edu>, David Williams <dwill@fau.edu>, Deandre Poole <dpoole3@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 <jltracy@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 Santanella <nsantane@fau.edu>, pendakur@fau.edu <pendakur@fau.edu>, Robert Bailyn <rbailyn@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 <wtrapani@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
561-297-3801

RE: Annual Assignment

David Williams

Oct 16/27/2015 12:08 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 ccing 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 (rlautar@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
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

importance, right

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/OEguidelines_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/OEguidelines_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 <aschoenn@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

Signature of _____

ATTACHMENT D



DOROTHY F. SCHMIDT COLLEGE OF ARTS AND LETTERS

Office of the Dean

777 Glades Road

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 36th Court
Boca Raton, FL 33431

February 2, 2013

Heather Colman, 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 Colman,

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.

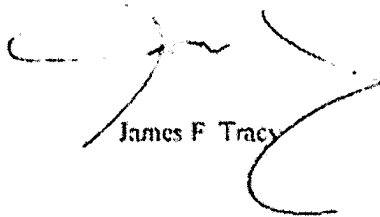
for the 2012-2013 academic year. As Dr. Broadfield and I explained to you at the meeting, and as I previously articulated in my November 19 email to Marin, this work does not constitute formal scholarship or research, although an article may at some future point provide the basis for a formal scholarly 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 BOT/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 <jitracy@fau.edu>
Subject: Information on blog disclaimer
Date: January 18, 2013 5:08:55 PM EST
To: Heather Coleman <hcollman@fau.edu>
Cc: "J" <jamestracy@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 Communication. 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 F



Foundation for Individual Rights in Education

691 Walnut Street, Suite 300 • Philadelphia, Pennsylvania 19106
T 215 717-3438 • F 215 717-3440 • fireedu.org • www.thefire.org

Craig Lukamoff
PRESIDENT

Robert L. Shibley
SUSAN V. C. FARRINGTON

William Greider
DIRECTOR OF EDUCATION
POLITICAL ACTION

Sean M. Clark
VICE PRESIDENT OF
OPERATIONS

Aisha C. Coleman
EXECUTIVE
DIRECTOR

Alan Charles Kors
CHIEF STRATEGIC
COUNSEL, EMERITUS

BOARD OF DIRECTORS

Harvey A. Silverglate
CHIEF COUNSEL
CHIEF COUNSEL

Barbara Bishop
Rebecca Dunn
Richard Folsch
Joseph M. Malone
Marlene Mieske
Daphne Parau
Virginia Pastel
Daniel Shuchman

BOARD ADVISORS

Lloyd Buchanan
T. Kenneth Cribb, Jr.
Candice de Russy
William A. Dunn
Benjamin F. Hammond
Nat Hentoff
Roe Innis
Wendy Kramer
Woody Kaplan
Leonard Lipgott
Herbert London
Peter L. Malkin
Muel Merx
Steven Pinker
Milton Rosenberg
John R. Seale
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, thefire.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 *San 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 Colman'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 Colman, 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 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.
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 and 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: _____

Jane Alperin
Vice Provost, FAU
Date: _____

ATTACHMENT H

NEWS AND EVENTS

BACK LINKS

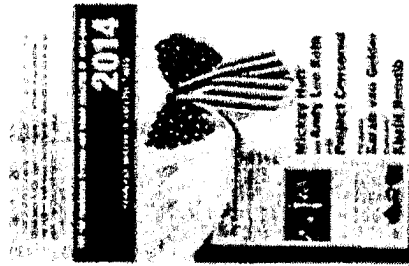
Feature Story

Recent Publications & Accomplishments

FEATURE STORY

Students and Faculty Contribute to Project Censored

Multimedia Journalism majors Ivan Konza, Brittany Cocilova, 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).



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 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 featured in a volume edited by Project Censored Co-directors Mickey Huff and Andy Lee Roth.

Konza, Cocilova, 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 US Has Lost its Way" in *Edge* magazine and Ben DeLoach, variously reported in the UK Independent, UK Guardian, and Democracy Now! ranked at Number 12.

ARCHIVES

Recent Archives

2013-2014

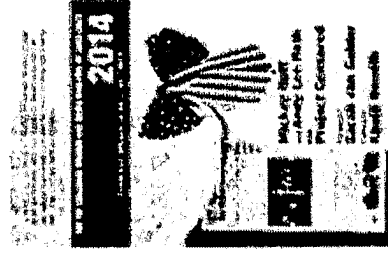
2012-2013

Earlier Archives

HISTORY OF SONA

STAY CONNECTED





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 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 featured in a volume edited by Project Censored Co-directors Mickey Huff and Andy Lee Roth.

Konza Coccolova 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 US Has a Lot to Learn About the Treatment of Cancer and Brain Tumors," variously reported in the UK Independent, UK Guardian, and Democracy Now! ranked at Number 12. This recognition was shared with student researcher Mark David Proshuto of Indian River State College. Coccolova'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 Raspolich'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, "Nanoparticles: A Looming Health Crisis," published by the Center for Research on Globalization in July 2012, was voted Number 14.

In 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.

Feature Story

Recent Publications & Accomplishments

QUICK LINKS

ARCHIVES

Recent Archives

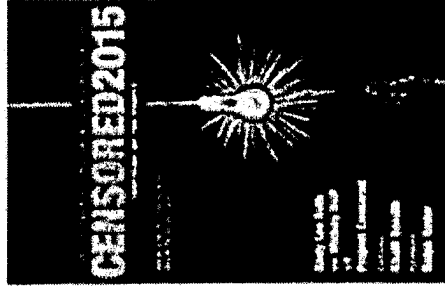
2013-2014

2012-2013

Earlier Archives

History of SCMS

STAY CONNECTED



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.

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 A.D. 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

JAMES TRACY



ABOUT

James Tracy
PhD, University of Iowa

Email: jtracy@iowa.edu

Phone (561)297-6285

Areas of Expertise: Media History and Analysis, Political Economy of Communication

James Tracy teaches courses examining the relationship between commercial and alternative news media and socio-political issues and events. His recent work has been published in Journalism Practice, Work, Organisation, Labour and Globalisation, and two edited volumes. He is editor of Democratic Communication, Journal of the Union for Democratic Communications, an affiliate of Project Censored, and a regular contributor to GlobalResearch.ca.

CONTACT

COM 4930: Culture of Conspiracy
MMC 1540: American Media, Society, Tech
MMC 6645: Public Opinion Modernity

STAY CONNECTED



RECENT PUBLICATIONS

Monograph Tracy J. F. A. Historical Case Study of
Adaptation to a New and Old Media: The Digital
Journalism and Journalism & Communication
Monographs 24 (2007) 269-343

ATTACHMENT J



Annual Assignment: Edit/Add Assignment

Edit/Add Assignment

Annual Assign Year	ID	First name	Last name	Campus	College	Department
2014AY	200-00-0763	James	Tracy	01 - Buick	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 DJS'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	JOU	4004		003	20652	25.00
Spring 2016	Lower Level	MMJ	1549		001	20662	25.00
Spring 2016	Upper Level	MMJ	4640		001	20636	25.00

Total Teaching FTE % for Fall 2015 =

Total Teaching FTE % for Spring 2016 = 75.00

Total Teaching FTE % for Summer 2016 =

Instruction Related Activities

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 Related	5.00

Total Instruction Related FTE % for Fall 2015 =

Total Instruction Related FTE % for Spring 2016 = 5.00

Total Instruction Related FTE % for Summer 2016 =

Research, Scholarship and Creative Activity

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 TimeDay 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 compounds the importance of moving it into print. Your article manuscript, "Covering 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 D. Loefer at U of Miami, publisher TBA. 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 =

Term	Activity Category	FTE Assign %
------	-------------------	--------------

No reports to display

Total Service FTE % for Fall 2015 =

Total Service FTE % for Spring 2016 =

Total Service FTE % for Summer 2016 =

Assigned Duties (Parental Leave)

You have 100% Parental Leave for fall 2015

Term	Activity Category	FTE Assign %
Fall 2015	Leave of 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>

Wed Mar 11 2015 12:42 PM

James Tracy <jtracy@fau.edu>

Dear Prof. Tracy

First of all, let me congratulate you and Prof. Kissner (and Kris Millecan 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," *The Asia-Pacific Journal, Japan Focus*, September 23, 2012, http://japanfocus.org/-Peter_Dale-Scott/3935

"The Hidden Government Group Linking JFK, Watergate, Iran-Contra and 9/11," *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."

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/p.html>

If I do not here 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> wrote:
Dear Professor Scott,

Adnan Zuber 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 TuneDay.

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.

>> **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. Fulbright Scholar in Kolkata (Calcutta), India in Spring 2014.

>> **Kenneth Holloway** is currently a scholar-in-residence at Fudan 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 Budie), Stephen Schwartz (Wicked, Pippin and Godspell), Sheldon Harnick (Fiddle 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 Gainous 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 **Mirya 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 2013 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, "Framing '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 PROFESSORSHIP 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 Colman** 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 TO ASSOCIATE

>> 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), **Lilleth Treweek** (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 Liehr**, 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.

GIMELSTOB SYMPOSIUM

The Gimelstob Symposia, organized by Frederick 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.