

June 7, 2006

Dr. Stephen Kershner
Associate Professor of Philosophy
SUNY Fredonia

Dear Professor Kershner:

Below is a summary of the discussion we had about your future promotion to Full Professor. In order to strength your "service to the university" to ensure your service component fully meets the service standard by the next round of reviews, you and I have agreed it will require:

1. Satisfactory service on two university-wide SUNY Fredonia committees and/or activities during the 2006-07 academic year. You and Dean Paul Schwartz will work together to identify two appropriate committees, and chairs of the two university-wide committees will be asked to provide, as part of your material submissions, a written evaluation of your service to date on the committees.
2. Avoidance of any future misrepresentations of campus policy or practice in public writings. Per your suggestion, a two-person committee will be selected to review any of your writings that address SUNY Fredonia and to give unanimous consent prior to publication based on their determination that there is no misrepresentation. The initial committee members will be Dr. Jack Croxton and Dr. Richard Jankowski, and if either cannot serve, you and Vice President Horvath will agree upon a suitable replacement.

Fulfillment of these two conditions, along with making the ordinary progress as set out in the Faculty Handbook, would result in my making a positive decision on your promotion during the next regular review cycle, which will conclude in April 2007.

In return for my agreeing to the above conditions, you have indicated that you will not file a grievance or other suit against the parties or university on this matter, and will not engage in a public discussion of this matter either on or off campus.

Additionally, we agreed that this agreement is between us, and further does not imply any agreement on your part with the April 2006 decision.

Sincerely,

Dennis L. Hefner, Ph.D.
President

Co-signed by Dr. Stephen Kerschner _____ date _____