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May 25, 2007

Professor Philip Langer
School of Education
University of Colorado at Boulder
Education 124
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Boulder, Colorado 80309-0249

Confidential Personnel Matter

Dear Professor Langer:

The enclosed letter contains my determination upon consideration of the Faculty Senate Committee on Privilege and Tenure *Panel Report Regarding Dismissal for Cause of Ward Churchill and the Issue of Selective Enforcement*. The Panel Report indicates that the Panel was split on recommendation of an appropriate sanction. My determination is that Professor Churchill should be dismissed from the University and I will forward that recommendation to the Board of Regents. The reasons for my determination are set forth in the enclosed letter.

I note that I do not concur with the Panel with respect to two findings that grounds for dismissal do not exist. However, my determination rests upon the findings of the Panel with which I concur. I invite the Panel to forward any additional comments in light of my determination and explanation within 15 days of receipt of this letter, and I extend my sincere appreciation to the members of the Panel for their time and efforts in this matter.

Sincerely,

Hank Brown
President

Professor Philip Langer
May 25, 2007
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Cc: Ward Churchill
David Lane, Esq.
Patrick O'Rourke, Esq.
Ed Ramey Esq.