

April 22, 2021

Dear Linfield community,

As you may be aware, a majority of the faculty of the College of Arts and Sciences this week adopted a no-confidence resolution and called for the resignation of President Miles K. Davis and Board Chair David Baca. The standing committees of the Board of Trustees, as well as the full Board, are meeting next week and will consider the resolution.

In the meantime, the Board's executive committee reiterates its strong, ongoing support for President Davis and Board Chair Baca.

President Davis has led Linfield University to many significant accomplishments at a time of generational change within higher education. Chairman Baca has worked tirelessly and to great effect to keep the Board current with the dynamic environment of higher education in the 21st Century. In large part it is due to the efforts of these two individuals that Linfield continues to make education accessible to a growing number of students. The university is financially stable at a time of enormous challenges for many institutions our size. Some of Linfield's accomplishments are listed in a letter (attached below) the Board received earlier this month from the deans of all three of Linfield's academic units: the College of Arts and Sciences, the School of Nursing and the School of Business.

Like you, we are deeply troubled by recent news reports and continued misinformation about issues of discrimination and harassment at Linfield. We take these issues seriously and the facts very clearly show that the Board responded aggressively and in accordance with university guidelines in dealing with any and all complaints brought to us.

You also likely are aware that news reports have attracted the attention of organizations dedicated to equality and non-discrimination.

The National Association for the Advancement of Colored People currently is investigating events of the past year at Linfield, looking at patterns of implicit and explicit racism against Black members of our community. The university also has received correspondence from the Anti-Defamation League and the Oregon Board of Rabbis about concerns they have over allegations of antisemitism. We encourage Linfield to work with each of those organizations to address their concerns and advise us on ways to improve.

The deans of the university also have sent to the Faculty Senate a call for a campus-wide mediation "to facilitate a culture of understanding and mutual respect that leads to university-wide cooperation and collaboration... including the articulation of standards related to professional responsibilities and an institutional code of conduct."

It seems safe to say that this is an unprecedented time in Linfield's history. But we must not shy away from the challenge.

We must all be open to conversations and ideas about ways to make all members of our community feel safe, heard and supported. This is not one conversation, but many. In fact, in

some ways it's a never-ending conversation about how we can conduct ourselves better around these difficult issues. And we must focus those conversations into action.

Earlier this week, the Board announced a new organizational structure that expands faculty representation in the governance of the university. Faculty voices from all three academic units – not just one – will be at the table under these proposed changes, which were recommended by a University Working Group that included faculty, staff and trustees. We believe this is another positive step forward for Linfield and modernizes our governance in line with best practices at universities nationwide.

We will be embarking soon on a process to develop a new strategic plan for Linfield, which will require the active participation of all parts of the community. This provides an extended opportunity to collaborate and accomplish something meaningful (and necessary) to the continued success of the University – one, but not the only, way to help build the kind of culture that will serve us all in the long run.

We are proud of Linfield and deeply troubled by *any* accusations that we have tolerated discrimination, harassment or intolerance. It's simply not true. We are committed to upholding Linfield's principles and expect that every member of our community will do the same.

Thank you.

The Executive Committee of the Linfield University Board of Trustees



April 9, 2021

Board of Trustees
Linfield University

Dear Trustees,

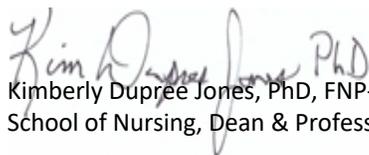
In recent weeks, we were made aware of numerous posts on social media that mar the institution – its leadership, its trustees, and ultimately its reputation. Regarding the subject matter of those posts, namely allegations that emerged in recent years, President Davis has noted that Linfield took “deliberate and exhaustive actions” to ensure that the allegations were thoroughly and properly investigated. Our understanding is that Linfield engaged professionals both internally and externally to investigate the claims and act appropriately based on the findings. Like others, and rightly so, we are committed to deliberate and due process rather than narratives or recollection of events that circulate on social media. We prefer deliberate and thorough investigation over the vetting or relitigating of allegations in the court of public opinion. Similarly, we fear that such posts on social media undermine both recent and historic accomplishments at Linfield, particularly over the past three years. These achievements ensure a solid foundation and a bright future for the institution. That said, we recognize and appreciate the critical role of the Board of Trustees in the following achievements:

- Recruiting and hiring a visionary President
- Building the recognition and viability of the institution in transitioning from Linfield College to Linfield University, including the corresponding new internal structures that are the School of Nursing, School of Business, and the College of Arts & Sciences
- Recruiting inaugural deans of Business and Arts & Sciences
- Facilitating new shared governance that includes a Faculty Senate
- Acquiring and delivering a new Nursing campus to support the growing demand for nursing education with nursing that added seats during COVID
- Supporting a new Masters of Science in Nursing
- Supporting a new Masters of Science in Design & Innovation and Sport Leadership (School of Business) and Sports Science and Analytics (College of Arts & Sciences) we aim to launch in Fall 2021
- Supporting unprecedented diversity in nursing students, particularly in Asian American, Pacific Islander, and men
- Facilitating our pivot to adapt to a global pandemic while mitigating risks for students, staff, and faculty
- Securing first-time Board of Trustees gifts to nursing
- Actively engaging with faculty on select projects
- Facilitating alignment with New American Colleges and Universities
- Facilitating a \$10 million W. M. Keck commitment for the science building

You may expect us to continue to work collaboratively with our colleagues to recruit and retain students into our compelling, high-demand programs. We will continue to advance a culture of excellence.

Thank you for your unwavering and ongoing commitment to Linfield University – its faculty, staff, and students.

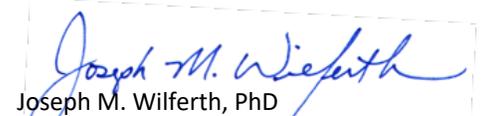
Sincerely,



Kimberly Dupree Jones, PhD, FNP-BC, RN, FAAN
School of Nursing, Dean & Professor



Jennifer Madden, PhD, MNO
Dean, School of Business &
Professor of Management



Joseph M. Wilferth, PhD
Dean, College of Arts & Sciences