



OFFICE OF THE CHANCELLOR  
BOX 951405  
LOS ANGELES, CALIFORNIA 90095-1405

September 17, 2010

Mr. Adam Kissel  
Director, Individual Rights Defense Program  
Foundation for Individual Rights in Education  
601 Walnut Street, Suite 510  
Philadelphia, PA 19106

Dear Mr. Kissel:

Thank you for your letter of August 26 expressing concern for James Enstrom's status at UCLA. I want to assure you that academic freedom and the free exchange of ideas are central to university life and are core values at UCLA. We zealously protect the intellectual independence, free investigation and unfettered communication of our academic community.

As you know, the university has extended Dr. Enstrom's appointment until March 31, 2011, or until the grievance process has been concluded. This action was taken on August 30 in light of new information provided by Dr. Enstrom. UCLA takes this matter seriously and is following all procedures as set out in the University of California Academic Personnel Manual and other University policies. These procedures afford appropriate due process to Dr. Enstrom, while ensuring a careful factual assessment upon which to make a final determination.

It is important that this process be permitted to proceed unhindered. Until the grievance process is complete, it is inappropriate to discuss the details, regardless of Dr. Enstrom's waiver authorizing disclosure of personnel issues typically kept confidential.

However, I do wish to emphasize a few points that I believe have been misrepresented by some. Please understand that Dr. Enstrom is not a professor at UCLA, and is not a member of our faculty. Rather, he is a researcher subject to reappointment pursuant to established administrative procedures. Unlike tenured members of the Academic Senate who are subject to strict review by academic senate committees, a researcher appointment such as Dr. Enstrom's is subject to an entirely separate and distinct process appropriate for academic appointments that hold no security of employment.

Decisions regarding reappointment for researchers are based on academic, not administrative, department review. The nature of an individual's political views or popularity are never considered as part of decisions to reappoint a faculty member or researcher.

Once again, thank you for expressing your concern.

Best regards,

A handwritten signature in black ink, appearing to read "Gene D. Block". The signature is fluid and cursive, with a prominent loop at the end.

Gene D. Block  
Chancellor