



Delivered by email: [REDACTED]

January 21, 2021

John Eastman
[REDACTED]

Re: Job Duties

Dear Professor Eastman:

As the Boulder campus provost, I am responsible for determining what is in the best interests of the campus and its academic components, including the Bruce D. Benson Center for the Study of Western Civilization.

The Benson Center was founded as a place to understand the ideals that shape our understanding of an important aspect of American cultural heritage. It seeks to promote a lively and balanced conversation, ranging over both conservative and liberal ideals. It has committed to foster open dialogue rather than acrimonious debate and to serve as a home for thoughtful reflection rather than partisan rhetoric.

I have reviewed your offer letter, which has a term between August 17, 2020 and May 7, 2021, and specifies that your duties include teaching four courses per academic year, initiating a speaker series each semester aimed at a general audience comprising campus and community, and to do outreach and speak with various groups.

As you know, the College of Arts & Sciences cancelled your spring 2021 classes, in accordance with college policy, due to lack of enrollment.

I am relieving you of the duties in your offer letter related to the speaker series for spring semester and to do outreach and speak with various groups as a representative of the Benson Center. The speaker series will from this point be the responsibility of Benson Center Director Daniel Jacobson. Although you are free to speak to whomever you wish and on any topic you wish in your personal capacity, you are therefore not authorized to engage in any outreach on behalf of the Benson Center or to utilize any Benson Center or campus resources for these purposes.

I take these actions because your continued pursuit of these duties for the University of Colorado Boulder is likely to be disruptive to the campus and the Benson Center. I do not believe that you can perform these duties without damaging the interests of the campus or the Benson Center.

You will continue to retain the title of Visiting Scholar and will remain rostered under the Benson Center until May 7, at which time your appointment will expire. In the event that you contravene these directives, I will consider that an act of insubordination and determine an appropriate disciplinary response.

Sincerely,

Russell L. Moore, Provost and Executive Vice Chancellor for Academic Affairs

cc: Theresa Hernandez
Daniel Jacobson
James White