



**Office of the Chancellor**

517 Swanlund Administration Building, MC-304  
601 E. John St.  
Champaign, IL 61820

October 12, 2022

Ms. Haley Gluhanich  
Program Officer, Campus Rights Advocacy  
Foundation for Individual Rights and Expression  
510 Walnut Street, Suite 1250  
Philadelphia, PA 19106

*Sent via email to [haley.gluhanich@thefire.org](mailto:haley.gluhanich@thefire.org)*

Dear Ms. Gluhanich,

Thank you for sharing your perspective on some of the considerations in our promotion and tenure process. We believe our approach prioritizes and protects academic freedom, encourages unrestricted scholarly exploration, and creates an environment that encourages open inquiry and learning.

The evaluation of contributions to diversity, equity and inclusion is fully a product of our shared governance systems here at Illinois. These policies reflect several years of thorough and broad collaboration with the university's Senate and its member committees along with the consultation and advice of the respective faculty governance bodies in academic departments and colleges.

We are confident our promotion and tenure process fairly, consistently and holistically evaluates a faculty member's contributions to all aspects of our university's mission, and does so in a manner that appropriately recognizes the university's legitimate interest in building and sustaining an inclusive, welcoming and enriching campus environment for all who choose to join our institution.

Sincerely,

A handwritten signature in black ink, appearing to read 'R. Jones'.

Robert J. Jones  
Chancellor

c: President Timothy L. Killeen  
Vice Chancellor for Diversity, Equity & Inclusion Sean Garrick  
Office of University Counsel