

**RESOLUTION ON LINFIELD UNIVERSITY LEADERSHIP**  
**April 19, 2021**

WHEREAS, members of the Linfield community have the right to expect institutional leaders to uphold the mission of the institution<sup>1</sup>, adhere to standards of the institution<sup>2</sup>, ensure an atmosphere of trust and mutual confidence, promote tolerance of dissent and mutual understanding, and act in a manner that reflects the highest professional, ethical, and moral standards;

WHEREAS, behaviors that degrade members of our community, including expressions of intolerance and discrimination, actions that intimidate or humiliate others, and retaliation against those who seek to promote justice and accountability, should not be condoned at Linfield University;

WHEREAS, President Miles Davis and Chair David Baca have engaged in the aforementioned behaviors that are inconsistent with the mission, values, and standards of this institution;

WHEREAS, words and actions of President Miles Davis and Chair David Baca have created an intimidating and hostile work environment, harmed members of the Linfield community, and damaged Linfield's reputation;

WHEREAS, attempts to work collaboratively, constructively, and proactively with President Miles Davis and Chair David Baca to address issues of concern have been met with censorship, punishment, secrecy, and defamation;

WHEREAS, further harms to members of the community and the institution could result from President Miles Davis and Chair David Baca continuing to serve in their current leadership positions;

NOW THEREFORE BE IT RESOLVED that the Linfield College of Arts and Sciences faculty have no confidence in President Miles Davis and Chair David Baca to effectively lead the university;

BE IT FURTHER RESOLVED that the Linfield College of Arts and Sciences faculty call for the resignation of both President Miles Davis and Chair David Baca.

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<sup>1</sup> *Linfield University advances a vision of learning, life, and community that engages thoughtful dialogue in a climate of mutual respect and inspires the courage to live by moral and spiritual principle*  
<https://www.linfield.edu/about/mission.html>.

<sup>2</sup> *[i]t is the policy of Linfield University to maintain a work and academic environment free from harassment, which includes conduct that [h]as the purpose or effect of creating an intimidating, hostile, or offensive working environment* Linfield University Employee Handbook Personnel Policies and Procedures  
[https://inside.linfield.edu/files/policies/Linfield-University-Employee-Handbook\\_Final\\_12-18-20.pdf](https://inside.linfield.edu/files/policies/Linfield-University-Employee-Handbook_Final_12-18-20.pdf), pg. 47;  
*[a]cademic freedom and freedom of inquiry are values to which Linfield University subscribes, and academic freedom requires an atmosphere of trust and mutual confidence such that dishonesty, intimidation, harassment,*

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*exploitation, and the use or threat of force are incompatible with the preservation of this freedom* Linfield University Employee Handbook Personnel Policies and Procedures [https://inside.linfield.edu/files/policies/Linfield-University-Employee-Handbook\\_Final\\_12-18-20.pdf](https://inside.linfield.edu/files/policies/Linfield-University-Employee-Handbook_Final_12-18-20.pdf), pg. 48; *[a]ny form of retaliation against those who in good faith bring forward complaints or allegations, or who participate in an investigation of discrimination or harassment, is strictly prohibited* Linfield University Employee Handbook Personnel Policies and Procedures [https://inside.linfield.edu/files/policies/Linfield-University-Employee-Handbook\\_Final\\_12-18-20.pdf](https://inside.linfield.edu/files/policies/Linfield-University-Employee-Handbook_Final_12-18-20.pdf), pg.49.