

TEACHERS COLLEGE

COLUMBIA UNIVERSITY
OFFICE OF THE PRESIDENT

Date: June 23, 2008
To: TC Faculty
From: Susan Fuhrman and Tom James

On June 4, 2008, the Faculty Advisory Committee (FAC) confirmed the administration's decision to accept the Hughes Hubbard investigative report's findings that Professor Madonna Constantine had committed plagiarism and acted to obstruct the investigation. The FAC concluded that the sanctions against Professor Constantine were not only justified, but required. During the months since the College levied sanctions against her, Professor Constantine continued to make accusations of plagiarism, including in at least one instance to the press, against those whose works she had plagiarized. In accordance with Section VI(B)(3)(a) of the Statutes of Teachers College Setting Forth the Policies and Procedures for the Faculty of Teachers College (the "Statutes"), we are terminating Madonna Constantine's employment with Teachers College for cause subject to a hearing before a faculty committee. In the interim, Professor Constantine is suspended effective immediately. Professor Constantine is entitled to request a hearing before the FAC. In the alternative, given the prior involvement of the FAC in this matter, she may request that the Faculty Executive Committee (FEC) provide for a hearing.