

November 18, 2025

Dear President Mason,

I am writing to you today on behalf of FHSU AAUP-AFT chapter members. In the wake of the social media crisis on campus this semester, FHSU AAUP-AFT has serious concerns regarding the safety and communication strategies advanced by your administration. *To be absolutely clear, FHSU AAUP-AFT firmly condemns any and all forms of political harassment or violence.* We have learned that multiple employees at the university, including multiple Psychology Department faculty and administrators, have been doxed, harassed, and more than one has had their lives threatened. Yet no campus communication about the safety situation was released.

An academic building on the main campus was partially locked down for a time. Incredibly, there was no university-wide communication about this situation. What all faculty and staff did receive during roughly this same time were several emails about ongoing plumbing problems in the building. This failure to alert the University to death threats clearly violated the spirit of the Faculty Staff Handbook's **Policy Regarding Timely Warnings to the University Community** which states: "Any timely warning pursuant to this policy will be issued as soon as pertinent information becomes available which leads the University to believe that a crime that was reported constitutes a serious or continuing threat to students and employees." FHSU AAUP-AFT wonders why the administration followed basic health related policy on a sewer line break and not one on the security of faculty, staff, students, and visitors on campus.

There should also be accountability for the University's early statement adding fuel to the social media fire by partially naming, and thereby platforming, the same external social media accounts that were instigating doxing, harassment, and threats. Remarkably, the press release on 09-29-25 from University Communications remains the only official statement about the crisis given in the past month and a half to the people who live and work on our campus. In the wake of ongoing and complete radio silence, rumor and speculation were left to run rampant.

For these reasons, FHSU AAUP-AFT chapter members strongly believe that the University must review and strengthen its security and communication responses moving forward.

Sincerely,

A handwritten signature in black ink that reads "Eugene Rice". The signature is fluid and cursive, with "Eugene" on the top line and "Rice" on the bottom line, with a small "PhD" written below "Rice".

Eugene Rice, PhD

President, FHSU AAUP-AFT