

TO: Senate Executive Committee

FROM: D. Kim Openshaw, Ph.D., LCSW, LMFT
Chair, Academic Freedom and Tenure Committee

Date: January 27, 2006

RE: AFT Annual Report 2005 - 2006

The Academic Freedom and Tenure Committee, as represented by each of its hearing panels, is an administrative hearing body, with jurisdiction in matters related to academic freedom, tenure, and promotion, dismissals and other sanctions, and actions alleged not to be in accordance with the adopted standards, policies, and procedures of the university. In relation to these matters, the committee may hear both complaints initiated by the university against a faculty member and grievance petitions brought by a faculty member. The Academic Freedom and Tenure Committee consists of the following 13 members: (a) eight faculty members, one elected by and from the faculty in each college; (b) one faculty member elected by and from the faculty in Extension; (c) one faculty member elected by and from the faculty in the Library; and (d) three faculty members appointed from the 50 elected faculty senators by the Committee on Committees.

Grievances:

To date, one grievance was filed with the chair of AFT. A pre-hearing and hearing panel was convened under the direction of the AFT chair, with the chair of the hearing panel being Mr. John Walters. A full hearing was required to settle the case. The hearing was under the direction of Mr. Johns Walters. A report has been filed with President Stan Albrecht.

Sanctions:

To date, no sanctions have been filed with the AFT.

Charges:

The AFT has been charged with examining the issue of diversity in it's membership in order to ensure that faculty from under represented ethnic groups would be fairly heard in a grievance. AFT decided however, that doing so would violate the current election process. As such, the committee's chair was charged with addressing this issue at the college and department levels to ensure a greater appreciation of the need for diversity. No other action will be taken by the committee at this time.

Proposed Changes:

It was decided by committee that the following changes be made.

- 1) AFT should meet at least once per semester during the academic year.
- 2) AFT should have a training session that covers: the roles and responsibilities of hearing panel members, all grievance and sanction processes, and update members on changes in the law that may apply to cases to be heard.
- 3) AFT should create website and online training courses for new members. Further, this online resource will be used by existing members to update

themselves on procedures. The website would provide the AFT Committee with new information they need to remain abreast of, such as laws that may affect how the AFT proceeds on either a grievance or sanction.

The AFT Committee respectfully submits this report to the Faculty Senate.