

# **Annual Report 2011/2012**

## **Committee on Academic Freedom and Tenure**

### Committee Members

Robert Grondin, Chair, Polytechnic, CTI Dept. of Engineering, **2012**  
Nora Gustavsson, Downtown, School of Social Work, **2012**  
Jacqueline Martinez, Downtown, Letters and Sciences, **2014**  
Jeffrey Hampl, Polytechnic, CONHI Nutrition, **2013**  
Roger Hutt, Polytechnic, Morrison School, **2014**  
Paul Knauth, Tempe, School of Earth and Space Exploration, **2013**  
Brooks Simpson, Tempe, School of History Phil. & Rel. Studies, **2014**  
Shirley Rose, Tempe, English, **2014**  
Duku Anoke, West, Humanities, Arts & Culture, **2012**  
Sarah Stage, West, Humanities Arts & Culture, **2013**  
Darryl Hattenhauer, West, Humanities Arts and Culture, **2013**

### Grievances Submitted to CAFT

1. Grievant claimed that their contract with ASU was violated when they were assigned to teach two sections of a course as opposed to one large section, that this teaching assignment violated ABOR standards for the establishment of teaching assignments and that their later performance review was in retaliation for their complaining about this contract violation. Grievance was withdrawn.
2. Grievant claimed that the policies for promotion and tenure used in their review were not reflective of President Crow's vision for the New American University. Grievance was determined to lie beyond the jurisdiction of the committee.
3. Grievant claimed that process and procedure was not followed in their promotion to Associate Professor with tenure and that Senate Motion 20 of the 2008/9 academic year was not properly applied. Grondin chaired the hearing board. After conducting a hearing, CAFT found that the grievant had not met the burden of proof.
4. Grievant Claimed that process and procedure was not followed in their promotion to Full Professor. Grondin (chair) asked Dr. Anokye to chair this hearing. After conducting a hearing, CAFT found that the department had forwarded an incomplete file that invited misinterpretation. It was recommended that the President send this matter back to the Department level to allow compilation of appropriate and complete materials for use in the promotion to Full Professor process; to be followed by resubmission of that file for review.

5. Grievant alleged that proper policy had not been followed in adjudicating a dispute involving misconduct in research that then led to the grievant's termination from the university. Grievance was withdrawn.