

UNIVERSITY SENATE
ANNUAL COMMITTEE REPORT
Academic Year 2019-2020

Section I

Name of Committee: Committee on Academic Freedom and Tenure

Submitted by: David William Foster, Chair, School of International Letters and Cultures

Date submitted:

Roster:

Rojann Alpers, Downtown Phoenix Campus, Nursing and Health Innovation
Jill Messing, Downtown Phoenix Campus, Social Work
Hans Van Der Mars, Polytechnic Campus, Teacher Preparation
Angélica Afanador-Pujol, Tempe Campus, School of Art
Micha Espinosa, Tempe Campus, Film, Dance and Theatre
David Martínez, Tempe Campus, American Indian Studies
Nancy Grimm, Tempe Campus, Life Sciences
Patricia Clark, West Campus, Humanities, Arts, and Cultural Studies
Sree Kanthaswamy, West Campus, Mathematical and Natural Sciences
Rida Bazzi, Tempe Campus, School of Computing, Informatics, and Decisions
Systems Engineering
Eric Kostelich, Tempe Campus, School of Mathematical and Statistical Sciences
Shawn Jordan, Polytechnic Campus, School of Engineering Programs

Section II

Overview Narrative:

During the 2019-20 the chair of the Committee on Academic Freedom and Tenure (CAFT) also chaired the Grievance Clearinghouse Committee (GCC). There were four new cases presented, two were dismissed by CAFT and the remaining two were withdrawn by the complainant. No grievance cases were heard by the Committee and forwarded to the University President. There are no grievance cases pending as of April 30, 2019. There are no grievance cases considered but not heard.

Grievance Cases Heard and Dismissed by the Committee

Grievant alleged that she had been unfairly treated in her teachings scores and that procedural issues were involved in her annual evaluation. Her case was dismissed

because it was judged that the issue was one of a difference of opinion over a professional assessment and not a matter of procedural irregularities.

The second case involved a grievance against a school director over the creation of a new doctoral program. The case was dismissed because the grievant could not demonstrate an alleged “violation, a misinterpretation, an arbitrary or differential application of university policy, regulation or procedure which, applied personally to that faculty member, infringes upon his or her privileges, responsibilities, or terms and conditions of employment.” Also, the grievance was submitted after the 30 day period subsequent to the alleged grievance.

Grievance Cases Heard and Terminated

There were two similar cases from the College of Health Solutions, both involving a denial of promotion to associate professor with tenure. Both cases proceeded to the pre-hearing stage. One complainant withdrew complain and cancelled the pre-hearing after determining that no grievable issues remained. The pre-hearing of the second complaint narrowed the basis for grievance, and the complainant was invited to present further evidence in support of the remaining grievance. Subsequently, the complainant decided to withdraw his grievance and not to proceed further to a full hearing.

Section III

Items to carry over into AY 2020-2021

None.

Section IV

Recommendations to the Senate of Formal Comments

None.

Submitted April 17, 2020