



*Committee on Academic  
Freedom and Tenure*

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THE UNIVERSITY OF ARIZONA  
**Committee on Academic Freedom and Tenure**  
**Annual Report, 2018-2019**

**CAFT Members, 2018-19**

**Committee Members**

Mr. Shaun Esposito, Chair	Law	LAW
Dr. Dalila Ayoun, Vice Chair	French and Italian	COH
Dr. Michael Brescia	Arizona State Museum	RDI
Dr. Jennifer Duan	Civil Engineering	ENGR
Ms. Deanna Fitzgerald	Theatre/Film & Television	COFA
Dr. Dante Lauretta	Lunar & Planetary Laboratory	COS
Dr. Diane Li	East Asian Studies	COH
Dr. John Milbauer	Music	COFA
Ms. Monica Pastor	Maricopa County Office	CALS
Dr. Stephen Poe	Ag-Biosystems Engineering	CALS
Dr. S. Mae Smith	Disability Psychoeducation Studies	COE
Dr. Lynda Zwinger	English	SBS

**Mission Statement**

The Committee on Academic Freedom and Tenure shall have jurisdiction to make inquiry and to conduct hearings in two general areas contained in ABOR 6-201 and 6-301, namely: in regard to those matters contained in the Conditions of Service dealing with the contractual employment relationship between the General Faculty member and the University /Board of Regents; and in regard to any internal matters relating to grievances against or by any member of the General Faculty. The committee shall consider the protection of academic freedom and tenure as a principal obligation. (Certain preliminary steps for dismissal situations are described in Chapters 3 and 4 of the *University Handbook for Appointed Personnel* and Sections 6-201 and 6-301 of the *University Handbook for Appointed Personnel* and Sections 6-201 and 6-301 of the *Arizona Board of Regents Policy Manual*.)



## Hearings

The Committee received one petition in the 2017-18 academic year, which concluded in the 2018-19 academic year:

- An appeal of denial of Tenure complaint by an Associate Professor without tenure based on due process violations was filed with the Faculty Center and was forwarded to CAFT. A CAFT hearing was held in May 2018 on the matter of whether the tenure review took place in compliance with procedural and substantive due process as outlined in the University Handbook for Appointed Personnel (UHAP) 3.3.02e. The hearing committee transmitted its findings to Pres. Robbins in June 2018.

In the 2018-19 academic year, the Committee received the following:

- In March, the Committee received a referral of a faculty member complaint directly from President Robbins' office. It involved an appeal of a decision of nonrenewal for an Assistant Professor of Practice, non-tenure track. The complaint involved significant allegations of employment discrimination. CAFT defers action on these types of complaints until a final determination is made by the Office of Institutional Equity (OIE). The Chair requested the Professor to provide a copy of an OIE final determination and as of yet, it has not been provided.
- In March, the Committee received an appeal of a Notice of Dismissal from a tenured professor. A hearing panel has been selected and a hearing date is pending.

The Chair is grateful for the time and effort of CAFT members, all of whom volunteer for service on this important faculty rights committee.

Respectfully submitted,

Mr. Shaun Esposito  
Chair, CAFT (2018-2019)