



CAFT

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THE UNIVERSITY OF ARIZONA
Committee on Academic Freedom and Tenure
Annual Report, 2016-2017

CAFT Members, 2016-17

Committee Members

Dr. Jennifer Jenkins, Chair	English	SBS
Dr. Michael Brescia, Vice Chair	Arizona State Museum	NON
Dr. Matthew Abraham	English	SBS
Dr. Jennifer Duan	Civil Engineering	ENGR
Mr. Shaun Esposito	Law	LAW
Dr. Walter Klimecki	Pharmacology & Toxicology	PHARM
Dr. Fabio Lanza	History	SBS
Dr. Dante Lauretta	Lunar & Planetary Laboratory	COS
Dr. John Milbauer	Music	CFA
Dr. Stephen Poe	Ag-Biosystems Engineering	COA
Dr. Jerzy Rozenblit	Electrical & Computer Engineering	ENGR
Dr. Shufang Su	Physics	COS
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 two petitions in the 2016-17 academic year:

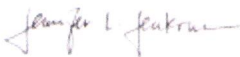
- An appeal of denial of Tenure and Promotion complaint by an assistant professor based on due process violations was filed with the Faculty Center and was forwarded to CAFT. A CAFT hearing was held in October 2016 on the matter of whether the tenure review took place in compliance with procedural and substantive due process as outlined in the University Handbook for Appointed Personnel (UHAP) 3.3.02e.
- A complaint from a tenured associate professor alleging due process violations and unlawful discrimination in a denial of promotion to full professor was filed with GCC in November 2016. It was forwarded to CAFT. A CAFT panel reviewed the complaint in January, in keeping with CAFT timelines and accommodating the University shutdown over Winter Break. The panel found that it had no jurisdiction in either matter, given the unique (and confidential) circumstances of this case.

Other Matters

In connection with the second of the above complaints, it became apparent that CAFT procedure manual has not been updated since the Office of Institutional Equity (OIE) has taken the lead in investigating claims of unlawful discrimination. As a result, CAFT and C&B leadership met in early April to discuss possible clarification of CAFT's mandate when it comes to allegations of discrimination.

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,



Jennifer L. Jenkins, MLIS, Ph.D.,
Chair, CAFT (2015-2017)