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

CAFT Members, 2016-17

Committee Members
Dr. Jennifer Jenkins, Chair  
Dr. Michael Brescia, Vice Chair  
Dr. Matthew Abraham  
Dr. Jennifer Duan  
Mr. Shaun Esposito  
Dr. Walter Klimecki  
Dr. Fabio Lanza  
Dr. Dante Lauretta  
Dr. John Milbauer  
Dr. Stephen Poe  
Dr. Jerzy Rozenblit  
Dr. Shufang Su  
Dr. Lynda Zwinger

English  
Arizona State Museum  
English  
Civil Engineering  
Law  
Pharmacology & Toxicology  
History  
Lunar & Planetary Laboratory  
Music  
Ag-Biosystems Engineering  
Electrical & Computer Engineering  
Physics  
English

SBS  
NON  
SBS  
ENGR  
LAW  
PHARM  
SBS  
COS  
CFA  
COA  
ENGR  
COS  
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)