

November 24, 2025

TO: Leila Hudson, Faculty Chair

FROM: ABOR 6-201(K) Committee [All decisions are by majority vote.]

Roy Spece, Chair  
Christina Andrews  
Paul Bennett  
Mona Hymel  
Michelle Perfect  
Andy Silverman  
Barb Vandervelde

RE: Findings and Recommendations

## **FINDINGS**

The ABOR Policy Manual Section 6-201(K) governs the dismissal of “nontenured faculty members” and, thus, governs the dismissal of the four professors because:

1. They were University of Arizona employees teaching in a University program.
2. They were dismissed before their contracts ended.
3. They were dismissed because of a “reorganization” and programmatic decision as described in Section 6-201(K).
4. They timely petitioned the University President for relief under Section 6-201(K).

Section 6-201(K) required President Garimella to request that the Faculty Senate form a review committee to assess the reorganization and relief due to the dismissed professors.

President Garimella has not made such a request of the Faculty Senate as mandated by Section 6-201(K).

## **RECOMMENDATIONS**

The Faculty Senate leadership should notify the President and Provost of this Committee’s findings and recommendations.

The Senate leadership should ask the President to comply with his obligation to ask that the Faculty Senate to empanel a review committee under Section 6-201(K) by November 26, 2025 in order that the Committee can report to the Senate at its meeting on December 1, 2025.

The Senate leadership should inform the President that if he does not ask by November 26<sup>th</sup>, that a Faculty Senate Review Committee be established, the Senate will empanel such a committee immediately.