

Committee on Conciliation ANNUAL REPORT 2020-21

| Committee Members | Department | College | Term |
|------------------------------|-----------------------|---------|-----------|
| Dr. John Milbauer, Chair | Music | COFA | 2019-2021 |
| Dr. Dawn Coletta, Vice-Chair | Medicine | COM | 2019-2021 |
| Dr. Joyce Schroeder | Mol/Cellular Biology | COS | 2019-2021 |
| Dr. Jeffrey Fehmi | Natural Resources | CALS | 2020-2022 |
| Dr. Benjamin Lawrance | History | SBS | 2020-2022 |
| Dr. Barbara Selznick | Theatre, Film, and TV | COFA | 2020-2022 |

Two grievances were forwarded to the Committee on Conciliation from the Grievance Clearinghouse Committee:

1. **Overview.** Grievance filed by a faculty member against a department head for suppression of academic freedom. The grievance stemmed from disagreement about what constituted academic freedom at UA, in particular regarding a faculty member's right to question publicly the decisions of a head.

Outcome: Partial success. Respondent refused initial desired outcomes but expressed openness to considering incorporating aspects of them into the work of the department.

2. **Overview.** Joint grievance filed against a department head for suppression of academic freedom, issuance of Letters of Concern, and threat of termination of employment. As in the prior conciliation from 2020, grievants again cited the UA's embrace of the University of Chicago's "Report of the Committee on Freedom of Expression"—a document approved by UA Faculty Senate in December, 2018 and endorsed by President Robbins in March, 2019, guaranteeing the right of faculty to question the decisions of supervisors.

Outcome: After meeting with the conciliators and prior to scheduling a final meeting with both grievants and respondent, the respondent withdrew from the process. Conciliation was not successful.

The Chair of CoC was asked in April 2021 to meet with Vice Provost for Faculty Affairs Andrea Romero and will meet with the Academic Personnel Policy Committee in May 2021 to discuss revision of CoC guiding documents. The CoC Chair will suggest at that meeting that a wider dissemination of the "Chicago Statement on Freedom of Expression"—especially among supervisors, heads, and chairs—would be wise, as both grievances addressed in 2020-21 by CoC arose from disagreement about academic freedom and freedom of expression. The following excerpt is relevant: "Concerns about civility and mutual respect can never be used as a justification for closing off discussion of ideas, however offensive or disagreeable those ideas may be to some members of our community."
https://facultygovernance.arizona.edu/sites/default/files/appc_freedom_of_expression_dec2018.pdf

Respectfully Submitted,

Dr. John Milbauer, Chair
Committee on Conciliation

