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)