

Academic Freedom, Tenure, Professional Relations and Standards Committee Minutes
October 26, 2017
4 p.m.
Tigert 226

Attending

Frederick Southwick
Reginald Frye
Bruce Welt
Michele Tennant

Mark Rush
Dorina Avram
Florin Curta
Ray Issa

Sue Alvers
Ana Spiguel
Nikolaus Gravenstein

Ray Issa, Chair, called the meeting to order at 4:02 p.m. and the minutes from September 2016 were approved.

Orientation

Ana Spiguel gave a short orientation about the AFTPRS Committee. Basically, the Committee hears certain grievances for out of unit faculty which includes the Health Center, IFAS and Law School. The Faculty Union handles grievances for the in-unit faculty. She explained that examples of the types of grievances that will come before this committee are firings and tenure denials. We haven't had a grievance in a couple years. Sometimes the chair of the committee helps resolve the issue.

Ms Spiguel is the committee's legal advisor. Her role is to give advice on procedural matters, not advice on the law. Once the faculty member files charges, the committee chair appoints a three member Inquiry Panel who investigates the validity of the charges and evaluates the evidence presented. The Inquiry Panel issues a report to the chair either to recommend a formal hearing or deny a formal hearing. If the Inquiry Panel recommends a formal hearing, then the case will move to the three member Hearing Panel which holds an administrative hearing. A recommended order from the Hearing Panel will then be sent to the President who makes the final decision. She referenced the following university regulations:

- [7.041 Methods for Review and Resolution of Faculty Grievances](#)
- [7.0441 Procedures of the Faculty Senate Committee on Academic Freedom, Tenure, Professional Relations and Standards Committee](#)

The committee discussed a name change and also revising its responsibilities. Many faculty do not read the responsibilities of a committee before they apply and are surprised when they attend a meeting to find out what the committee really does. AFTPRS will meet again to continue discussion.

Meeting adjourned at 5:30 p.m.