

Academic Freedom, Tenure, Professional Relations & Standards Committee Minutes
Tuesday, November 6, 2018
1:00 p.m.
Rinker 303

Attendees:

Ikramuddin Aukhil, Ana Spiguel, Ray Issa, Reginald Frye, Richard Segal, Joseph Riley, Laurie Bialosky, and Paul Gader.

Call to Order

The meeting was called to order by Chair Ray Issa at 1:10 p.m.

Approval of Minutes

The January 31, 2018 minutes 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](#)

Adjournment

The meeting was adjourned at 1:48 p.m.