

**Academic Freedom, Tenure, Professional Relations & Standards Committee Minutes**  
**Tuesday, November 6, 2019**  
**11:30 a.m.**  
**Rinker 303**

**Attendees:**

Ray G. Thomas, Ana Spiguel, Ray Issa, Reginald Frye, Michael Bernard, Joseph Riley, Laurie Bialosky, and Ji-Hyun Lee.

**Call to Order**

The meeting was called to order by Chair Ray Issa at 11:30 a.m.

**Approval of Minutes**

The November 6, 2018 minutes were approved.

[Orientation](#)

Ana Spiguel gave a short orientation about the [AFTPRS Committee](#). The AFTPRS Committee hears certain grievances for out of unit faculty which includes the Health Science Center, IFAS, and the College of Law. The United Faculty of Florida (UFF), which is the faculty union, handles grievances for the in-unit faculty. Examples of the types of grievances that would come before this committee are firings and tenure denials. The AFTPRS has not reviewed a grievance in a number of years. Sometimes the chair of the committee helps resolve the issue.

Ms. Spiguel is the committee's legal advisor and her role is to give advice on procedural matters, not advice on the law. Once a faculty member files charges, the committee chair appoints a three member Inquiry Panel which 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. The following university regulations are applicable:

- [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 12:40 p.m.