

Constitution Article V, Section 4(A): Academic Freedom, Tenure, Professional Relations and Standards. The Academic Freedom, Tenure, Professional Relations and Standards Committee shall be composed of one member from each Academic Unit as defined in Article IV, Section 2 of the Constitution of the University of Florida ~~fifteen members~~ elected by the Faculty Senate who will serve staggered three-year terms. In addition, one member shall be appointed each year by the Faculty Senate Chair and serve a three-year term. Nominees for membership on this committee shall be tenured faculty holding the rank of professor (or equivalent) or above. The Chair is elected by the Committee.

Bylaw 7(4)(a)4: The Committee Chairperson shall appoint, within 25 days of receipt of the written complaint or the failure to informally resolve the matter, whichever is later, a three-member Inquiry Panel. Upon appointment, the Inquiry Panel will schedule a meeting which generally should be held within 25 days of the appointment, with at least 15 days' notice to affected parties. The Inquiry Panel shall investigate the validity of the charges and evaluate the evidence presented to determine probable cause for proceeding to formal hearing by the Committee. Alternatively, the parties may agree upon an expedited process in which the Inquiry Panel will conduct a collegial review of the complaint under the procedures set forth in Bylaw 7(7)-Section (B)-6 below. The parties must elect the option of an expedited process through a written request signed by all parties addressed to the Committee Chairperson. The request must be received prior to the first meeting of the Inquiry Panel.

Bylaw 7(4)(a)5: The Inquiry Panel shall issue a report to the Committee Chairperson within 25 days after the conclusion of the meeting, which shall be a preliminary hearing if no request for an

expedited process has been received unless otherwise agreed by all affected parties. A recommendation to proceed to a formal hearing before the Committee requires that at least two members of the Inquiry Panel find that probable cause exists. If at least two members of the Inquiry Panel conclude that no probable cause exists, the matter shall be considered closed. Copies of the Inquiry Panel probable cause report shall be provided to all affected parties.

Within 25 days after the Inquiry Panel's report finding probable cause to proceed to a formal hearing has been received by the Committee Chairperson, the charges or complaints shall be referred to a Hearing Panel by the Committee Chairperson for proceedings in accordance with section (8)7 hereof.

Bylaw 7(4)(b)3. Within 25 days after the Inquiry Panel's report finding probable cause to proceed to formal hearings has been received by the Committee Chairperson, the charges shall thereupon be referred to a Hearing Panel by the Committee Chairperson for proceedings in accordance with section (8)7 hereof.

Bylaw7(8)(b): The University President or the President's designee shall appoint an appropriate person to serve as the legal advisor to the Committee, including the Inquiry Panel

and the Hearing Panel. The legal advisor's role is to provide guidance regarding the procedures provided in this Bylaw 7 and related UF Regulations. The legal advisor is to act as a neutral party with respect to the underlying grievance and does not advise the Committee, including the Inquiry Panel or Hearing Panel, about the merits of any aspect of the grievance. The legal advisor is to refrain from direct or indirect discussions with the parties to the grievance.

Bylaw 7(9)(b): Within 25 days of receipt of both record and report, or as soon thereafter as is possible, the President or President's designee shall adopt as is, or modify, and implement as he or she deems appropriate, the conclusions of law and the recommendations contained in the final report, or reject the report in its entirety. In taking action the President or President's designee may not rely on "ex parte" communications and may not reject or modify findings of fact if they are supported by competent substantial evidence in the records. If the report or recommendations are modified or rejected, the President or President's designee shall furnish in writing to the AFTPRS Committee Chairperson and the affected parties the specific reasons for the modification or rejection. shall be furnished specific reasons therefore, and It the President or President's designee shall meet with the Hearing Panel to discuss the decision if the Hearing Panel so requests.