

## Academic Freedom, Tenure, Professional Relations & Standards Committee Minutes

Friday, October 4, 2021

9:30 a.m.

Via Zoom: <https://ufl.zoom.us/my/cacim/>

### Attendees:

Taylor Rose, Ray Issa, Michele Tenant, Josephine Esquivel-Upshaw, Luis Alvarez-Castro, Pamela Gilbert, Ruth Steiner, Catherine Tucker, Laurie Bialosky, Stan Kaye, Paul Davenport, Michael Bernhard, Amanda Phalin, Caryn Plummer, and Ji-Hyun Lee.

### Call to Order

The meeting was called to order by Chair Ray Issa at 9:33 a.m.

### Approval of Minutes

The November 13, 2020 minutes were approved.

### Orientation

Taylor Rose 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.

Sr. Counsel Rose is the committee's legal advisor and his 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 10:40 a.m.