

Academic Freedom, Tenure, Professional Relations & Standards Committee Minutes

Friday, October 12, 2022

3:30 p.m.

<https://ufl.zoom.us/j/96976027296?pwd=MjcxYlh3dk9IZWx6RXBHajFURGFtZz09>

Meeting ID: 969 7602 7296 Passcode: 699980 Dial in: +1 646 931 3860

Attendees:

Ray Issa, Taylor Rose, Amanda Phalin, Caryn Plummer, Catherine Tucker, Charlene Luke, Josephine Esquivel-Upshaw, Luis Alvarez-Castro, Laurie Bialosky, Richard Dickinson, and Ruth Steiner.

Call to Order

The meeting was called to order by AFTPRS Committee Chair Ray Issa at 3:30 p.m.

Approval of Minutes

The October 4, 2021 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](#)
- [7.041 Procedures of the Faculty Senate Committee on Academic Freedom, Tenure, Professional Relations and Standards Committee](#)

Chair Issa noted that at the May 5, 2022 Faculty Senate meeting, the [Faculty Senate updated AFTPRS' mission](#) to provide an outlet for faculty to disclose complaints on academic freedom and report back to the Faculty Senate and the Faculty Senate Chair. However, the effect of Florida's public records and open meetings laws on the ability of AFTPRS to guarantee confidentiality is still being explored.

Adjournment

The meeting was adjourned at 3:57 p.m.