

# University Constitution and Regulations Committee (UCRC)

## Minutes

21 March 2022

Via Zoom: <https://ufl.zoom.us/j/91394977458?pwd=T2VnWjdZcDRkamdzK2NMNFJ6U2wyUT09>

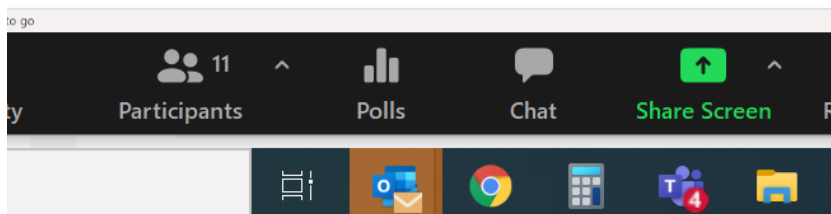
10:00 a.m.

**Present:** Charlene Luke, David C. Bloom, Ray Issa, Katie Vogel Anderson, Alyson Adams, Merritt McAlister, Chris Hass, Danaya Wright, Amanda Phalin, Ashley Ghiaseddin, and Laurie Bialosky.

- 1. Call to Order** – Charlene Luke, UCRC Chair
  - The meeting was called to order by UCRC Chair Charlene Luke at 10:01 a.m.
- 2. Approval of 16 February 2022 Minutes** – Charlene Luke, UCRC Chair
  - The minutes were approved.
- 3. Faculty Senate Ad Hoc Committee on Academic Freedom / [AFTPRS Committee](#) Plans Update** – David C. Bloom, Faculty Senate Chair and Ray Issa, AFTPRS & Ad Hoc Committee Chair
  - Faculty Senate Chair David Bloom relayed his charge to update the Academic Freedom, Tenure, Professional Relations, and Standards (AFTPRS) Committee mission to continue the fact-finding work of the Faculty Senate Ad Hoc Committee on Academic Freedom.
  - UCRC discussed AFTPRS Chair Ray Issa's suggestion to add a new sentence to the AFTPR's mission. He screen-shared the new proposed language (highlighted below):

Section 4. OTHER SENATE STANDING COMMITTEES. In addition to Senate Operations Committees, several other Committees are elected from the faculty wholly by the Senate or, where specifically indicated, by other means. These are:

- (A) **Academic Freedom, Tenure, Professional Relations and Standards.** The Academic Freedom, Tenure, Professional Relations and Standards Committee shall be composed of fifteen members elected by the Faculty Senate who will serve staggered three-year terms. 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. It shall be the duty of the Committee to conduct hearings on charges involving University practices bearing upon tenure or academic freedom or matters involving University practices generally applicable to faculty members bearing on professional ethics and the general welfare of the faculty. **In addition, the Committee shall conduct fact finding related to charges all faculty complaints involving University practices bearing upon tenure or academic freedom and report the facts and concerns about such practices to the Senate and Senate Chair.**



- Clarification regarding the AFTPRS jurisdiction to both bargaining and non-bargaining units was made.
- UCRC discussed the distinction between fact-find bodies and the process for complaints by faculty within bargaining units. Regulations must be followed, including all steps in the grievance process for in-unit faculty.
- Sunshine Law applications to fact-finding bodies versus bodies making specific recommendations and the ability to preserve anonymity to faculty with grievances were discussed.
- Currently, the AFTPRS can conduct grievance hearings for out-of-unit (non-bargaining) faculty.
- The proposed charge aims to increase opportunities for Senate action or recommendations, particularly when patterns emerge.
- It was noted that the Faculty Senate [Welfare Council's mission statement](#) currently encompasses the areas of 'faculty rights and academic freedom'.
- How complaints are verified or investigated was discussed. This committee would receive complaints and make a determination about moving forward. A policy violation could result in the warranting of a hearing.
- UCRC agreed that committee administrative liaisons would serve as a conduit for communications to aid in addressing issues vetted by the committee.
- A sub-committee would identify facts and report those facts to the Faculty Senate Chair.
- Ultimately, this committee would follow substantive and due process rules to report the facts and concerns about university practices for potential Faculty Senate consideration.
- The UCRC agreed to submit this [proposal for Faculty Senate consideration](#).

**4. Update on Faculty Senate Actions re: [UCRC Report](#) – Charlene Luke, UCRC Chair**

- The Faculty Senate has approved all items in the [UCRC Report](#), with the exception of the Special Meetings, which is due to be voted on in the next (April 14) meeting.

**5. Election of 2022-2023 UCRC Chair**

- A motion to elect Charlene Luke as the 2022-2023 UCRC Chair and Danaya Wright as a Vice-Chair to support the Chair as requested carried unanimously.

**6. Adjournment**

- The meeting adjourned at 11:29 a.m.

**Resources:**

[Constitution of the University of Florida](#)

[UF Senate Bylaws](#)

[UCRC Operating Procedures](#), as amended May 2015