

**Academic Freedom, Tenure and Professional Relations and Standards Committee**

**Meeting Agenda**

**November 14, 2:00 PM-3:30 PM**

**Room 1031 McCarty Hall (D-Wing)**

- I. Approval of Minutes
- II. Update on the current status of grievances
- III. Overview of Committee responsibilities
- IV. New Business

## **Academic Freedom, Tenure and Professional Relations and Standards Committee**

### **Meeting Minutes**

**October 26, 2007 2:00 PM-4:00 PM**

**Room 226 Tigert Hall**

#### **Attendees:**

Kenneth Anusavice  
John Haydu  
Jorge Rey  
Beverly Roberts  
Richard Segal  
Chris Stopka  
Timothy Taylor  
Thomas Vickroy  
Barbara Wingo

The meeting was called to order at 2:00 PM

The minutes of the September meeting were approved.

Update on the current status of grievances Tim Taylor updated the committee on the status of grievances. Currently the committee has one outstanding grievance. This grievance went forward to an inquiry panel and the inquiry panel found probable cause. The grievance may go forward to a panel hearing. Dr. Taylor will notify the committee if there will be a hearing panel and will solicit volunteers at that time if necessary. One grievance was settled and one grievance was found to be without cause.

Conflict of Interest Language: where should it be put? The AFTPRSC discussed the conflict of interest issue. Dr. Taylor attended an Academic Policy Council meeting to discuss the issues. Christine Stopka moved that the committee's recommendation is to tie the conflict of interest statement to gatorlink so that faculty members see the statement when they change their password. The motion was approved. The motion will be brought forward to the APC and the council will discuss the issue with Marc Hoit in order to determine implementation of the recommendation.

Changes to Senate By-Law 7The committee discussed Senate By-Law 7. Barbara Wingo noted that option A is no longer available and that the committee could move to remove option A or include it in regulations. Beverly Roberts moved to strike the language because it is obsolete. The motion was approved. The recommendation will move forward to the constitution committee.

Tentative UF-Bargaining Unit Agreement on Tenure and Promotion Chris Snodgrass emailed the Welfare Council copies of a tentative tenure and promotion agreement with the union. Dr. Taylor wanted to share that information with the AFTPRSC to see the language and be aware of it. Barbara Wingo noted that until the agreement of the entire contract is signed then there is no agreement.

New Business Dr. Taylor discussed whether the committee should entertain suggestions that department chairs and deans are required to go through training exercises on tenure and promotion. He asked the committee to think about whether the committee should take proactive measures to heighten awareness on the process and everyone's role in the process.

The meeting was adjourned at 3:07 PM



**From:** Rick Yost  
**Sent:** Tuesday, September 25, 2007 2:23 PM  
**To:** Taylor, Timothy G  
**Cc:** Murphy, Carol; Keith, Jamie Lewis; Fouke, Janie; Bell, Amelia  
**Subject:** RE: AFTPRS Committee Language  
Tim -

Thanks for your email.

I think that it is appropriate for the AFTPRSC to continue to explore where the language should appear and what it should say. Although it connects in part to the faculty-authored course materials issue (as one example of a potential conflict of interest, I think it is more general and therefore better handled separately, I fell.

I went back and looked at the language on our old employment contracts (added in 1995 and used through 2003) - *"A faculty or A&P staff member may not engage in any outside activity which interferes with the full performance of professional responsibilities or other institutional obligations. As of this date (Please check): 1) \_\_\_ I have no outside activities to report. 2)\_\_\_ I have submitted the report(s) to the chair/supervisor or dean/director. 3)\_\_\_ The reports(s) of the outside activity is (are) attached."* I don't find that language particularly clear, but it does provide another starting point to consider what we might propose. As you state in your email, where such language should appear - in our Semester Faculty Assignment Reports (which at least every faculty member sees once a semester, and which will likely become electronic at some point) or as a new once-a-year statement, or ... - is a key question. I'd suggest that you will want to discuss these questions with folks in the Provost's and General Counsel's offices, since they will be involved in any implementation of a new process. I have therefore copied this to Janie Fouke and Jamie Lewis Keith as a heads up, and to Carol Murphy, since she chairs APC.

I foresee that this would come back to the steering committee, but that it needs some group to review the language and how/where to implement it before it gets to steering, and I'd suggest that AFTPRSC is more appropriate than APC>

Rick