Procedure for Complaints of Academic Freedom Violation

A new section for Chapter 5 of the Faculty Handbook

March 13, 2024
Approved by COG, Approved by CTAF
Mark Claypool, COG    George Heineman, Chair COG
Motion: The Committee on Governance and the Committee on Tenure and Academic Freedom recommend, and we move that a formal procedure to resolve allegations of academic freedom violations be incorporated into the Faculty Handbook by (a) modifying parts of CHAPTER ONE, BYLAW THREE, Section II and CHAPTER THREE, Section 2.c.ii related to academic freedom; and (b) inserting into CHAPTER FIVE a new Section 1: Procedure for Complaints of Academic Freedom Violations; as described in the meeting materials.
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Process update:

• Draft to Faculty
  Nov 15, 2023

• Drop-in session at Quorum
  Nov 21, 2023

• Review and approval by CTAF, COG
  Jan – Feb 2024

• Review by Board of Trustees
  Feb 23, 2024

• Latest version to Faculty
  Mar 13, 2024
  – With clarifications
Key Features

• Encourage informal resolution

• Balance investigation with protection
  – Preliminary finding
  – Final determination

• Resolve confirmed violations with plan

Applies to ALL faculty members
Clarifications Since November 15, 2024

A. Rules for Conflict of Interest and Confidentiality
B. “Relevant individuals” not determined by complainant
C. Rules on AFS voting during Decision phase
D. Conveyance of outcomes of Preliminary Finding and Final Decision
E. Interviewees anonymized in AFS report to Provost
F. Elaborate on interactions between AFS and Provost in Resolution phase
G. If plan not effective, complainant can file new complaint
Changes Since November 15, 2024

1. President replaces Provost if Provost is conflicted
2. Upon mediation, Mediator and AFS Chair decide if Provost needs to approve
   —If administratively infeasible, work jointly on alternative
3. Complainant can request informal resolution also during Investigation or Decision phases
4. Provost maintains confidential records on Plans
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