

Tenure and Academic Freedom Committee  
Thursday, February 5, 2015

1. The meeting was called to order at 3 pm.
2. Attendance: Barry Gold, Marika Kovacs, Rose Costantino, Chris Bonneau, Marianne Novy, Seth Weinberg, Nick Mance, Michael Spring, Carey Balaban, Nick Bircher
3. The September minutes were approved. October minutes are not ready.
4. Five elected committee members were present, so there was a quorum, but there was concern about the number of committee members who seldom or never attended.
5. The subcommittee on academic freedom and electronic media is still working on a list of best practices and frequently asked questions, which it would like to put on line for faculty. This will need to be vetted by the University Counsel's office to make sure that the advice is correct. Vice Provost Balaban will speak to the Counsel. We would like a reaffirmation from the Provost that the academic freedom policy extends to electronic media. President Spring will ask the Provost for a reaffirmation of this policy. There was a unanimous vote to approve the interim report from the subcommittee on electronic media as a final report, to be supplemented by the list of best practices and FAQ. We cannot have a plenary on this issue this semester because the Chancellor is planning one on the state of the university, but we could have a webinar. Also the committee and President Spring have placed a lot of relevant documents about academic freedom and electronic media (e.g. news articles, AAUP statements) online.
6. The committee chairs met with the Provost to discuss the issue of post-tenure evaluation and salary cuts—they chair a committee on this. She expressed approval and will help with data gathering. We emphasized that there should be an overarching policy across schools, applied fairly. We hope this committee will have its report by June.
7. A subcommittee met with Vice-Provost Balabn to discuss the contract required of faculty opting for phased retirement and request a revision. Two retiring faculty had filed a grievance with the committee on behalf of all faculty, objecting to the constraints and the language of this contract. New wording is being developed and should be in place by the end of Spring Term.
8. The committee went to executive session to discuss two continuing grievances from the School of Medicine, one of alleged retaliation, one of alleged nepotism and wrongful termination/.
9. The committee adjourned at 4:35 pm.

Respectfully submitted,  
Marianne Novy, TAF secretary

