

The below modification (recommended by the AFTC inclusive of the feedback/comments from the faculty since the *October 4, 2022* meeting) to the Academic Freedom and Tenure Committee Charter has been endorsed by the Faculty Senate as of January 10, 2023. *The voting took place by roll call after confirming the quorum. Twenty-nine senators out of a total of thirty-five eligible senators were present during the voting. The tally breakdown and other details are provided on page 3 of this document. The previous version of the AFTC charter is also provided on page 4 of this document.*

### **The proposed version of FH 1.4 Bylaws, Article II the Faculty Senate, Section 5: Committees, 8. Academic Freedom and Tenure Committee**

The purpose of the Academic Freedom and Tenure Committee (AFTC) is to oversee and maintain the integrity of academic freedom and the tenure system at the Florida Institute of Technology. The AFTC is responsible for (i) ensuring that tenure and promotions procedures are followed, (ii) ensuring that faculty are treated impartially through the promotions and tenure process, (iii) adjudicating appeals and grievances on procedures from faculty that are in, or have gone through, the tenure or promotions process, and (iv) recommending resolutions to disputes between faculty and the university regarding academic freedom. The AFTC is a faculty-driven stand-alone committee that makes recommendations to the university President and Provost and informs the Faculty Senate through the President of the Faculty Senate.

The AFTC also subsumes responsibilities that include overseeing periodic reviews of the tenure system; communication and coordination with the university administration, colleges, and other tenure system committees; quality assurance in all aspects of the tenure system; establishing and conducting periodic reviews; and, as needed, reporting findings and recommending improvements regarding any/all aspects of the tenure system to the faculty and administration. Any recommendations for revisions to the tenure process and changes in policies regarding the integrity of academic freedom will be reported to the Faculty Senate for endorsement. Policy topics include but are not limited to an appointment in tenure-track positions, pre-tenure review, the tenure process, tenure review and recommendation, post-tenure review, and policies for the exceptional, expedited tenure review.

Faculty within each college will have the opportunity to vote for their respective AFTC members and inform the Faculty Senate of the outcome of the vote in writing. One tenured faculty member will be selected from each of the colleges of Aeronautics, Business, and Psychology and Liberal Arts, and two tenured faculty members from the College of Engineering and Science. Sitting senators cannot simultaneously serve at AFTC. When a senator decides to run for AFTC membership then the Senator, if elected to the AFTC, must resign from the Faculty Senate. Deans, department heads, administrators (i.e., the Chief Academic Officer or their representatives, and any other person directly serving in the upper administration) will not serve on the AFTC. If during their term an AFTC member is promoted to an administrative position within their unit, they will recuse themselves from any appeals involving members of their department or academic unit. AFTC members may not serve on a college promotion and tenure committee, University Committee on Faculty Promotion & Tenure (UCFPT), or University Teaching-track Promotion Committee (UTPC) simultaneously. If a college has too few tenured faculty to independently propagate all said committees, the AFTC member with overlap will recuse themselves from any AFTC appeal relating to their respective college. Elected AFTC members will serve three-year terms and may be elected for consecutive terms but may serve no more than two terms. Terms are staggered so that no more than two AFTC members are elected each year. The members of the AFTC will elect their chairperson each year.

While the AFTC handles a variety of appeals beyond tenure, the general procedures of the AFTC are as follows:

- (1) All appeal-associated documents that are submitted to the AFTC will be carefully and independently read by each AFTC committee member
- (2) The AFTC body will meet to discuss the appeal, which will include whether the faculty member was fairly and impartially treated according to academic freedom and tenure procedures and whether appropriate procedures were followed
- (3) If deemed suitable the AFTC will request additional documents from university-based faculty, staff, administrators, or university committees, which may help the AFTC clarify information regarding the appeal
- (4) If deemed suitable the AFTC will request interviews with university-based faculty, staff, administrators, or chairs of university committees to clarify any ambiguities that may be associated with an appeal
- (5) If deemed suitable the AFTC will interview the faculty member that appealed to clarify any ambiguities or discrepancies
- (6) The AFTC will make a recommendation to the university President and the Provost, and inform the President of the Senate of its recommendations.

Senator Name	College	Department	Vote
Ersoy Subasi	COA	N/A	Yea
Jordan Poole	COA	N/A	Yea
R. Tolga Turgut	COA	N/A	Did not vote
Charles Bryant	COB	N/A	Absent during voting only
Steven Rivet	COB	N/A	Absent
Abram Walton	COB	N/A	Yea
Angel Otero	COB	Business Online	Absent
Donald Platt	COES	APSS	Yea
Razvan Rusovici	COES	APSS	Nay
Manasvi Lingam	COES	APSS	Yea
Csaba Palotai	COES	APSS	Yea
Kenia Nunes	COES	BCES	Yea
Mehmet Kaya	COES	BCES	Yea
Vipuil Kishore	COES	BCES	Yea
Nasri Nesnas	COES	BCES	Nay
Luis (Danny) Otero	COES	CES	Absent
Brian Lail	COES	CES	Nay
Nasheen Nur	COES	CES	Yea
Nakin Suksawang	COES	MCE	Absent
Hamidreza Najafi	COES	MCE	Absent
Chiradeep Sen	COES	MCE	Yea
Joo Young Park	COES	MTH	Absent
Nezam Nezamodini- Kachouei	COES	MTH	Yea
Aaron Welters	COES	MTH	Abstain (proxy vote)
Pallav Ray	COES	OEMS	Yea
Gary Zarillo	COES	OEMS	Yea
Spencer Fire	COES	OEMS	Yea
Kevin Burke	COPLA	SAC	Abstain
Angela Tenga	COPLA	SAC	Nay
Gordon Patterson	COPLA	SAC	Abstain
David Wilder	COPLA	BA	Abstain
Patrick Converse	COPLA	PSY	Abstain
Jessica Wildman	COPLA	PSY	Abstain
Julie Costopoulos	COPLA	PSY	Nay
William Bowman	LIB	N/A	Abstain

**Total Tally Breakdown:**

**Yeas : 15**

**Nays : 5**

**Abstain : 7**

**Absent : 6**

**Other notes : Dr. Turgut did not vote as the presiding officer. Would have voted in the event of a tie. Dr. Bryant was present during the meeting but was unable to vote. He disclosed to presiding officer after the fact that he would have voted as yes if able during the voting conducted by roll call.**

**Current version of FH 1.4 Bylaws, Article II the Faculty Senate, Section 5: Committees, 8. Academic Freedom and Tenure Committee:**

Academic Freedom and Tenure Committee: The purpose of the Academic Freedom and Tenure Committee (AFTC) is to oversee and maintain the integrity of academic freedom and the tenure system. This purpose subsumes responsibilities that include overseeing annual formal reviews of the tenure system; communication and coordination with the university administration, colleges, and other tenure system committees; quality assurance in all aspects of the tenure system; establishing and conducting periodic reviews; and, as needed, reporting findings and recommending improvements regarding any/all aspects of the tenure system to the faculty and administration.

Recommendations will be reported to the Faculty Senate for endorsement. Policy topics include but are not limited to appointment in tenure-track positions, pre-tenure review, the tenure process, tenure review and recommendation, post-tenure review, and policies for the exceptional, expedited tenure review. The AFTC will recommend resolutions to disputes between faculty and the university regarding tenure, promotion, and academic freedom. The AFTC will hear faculty appeals of pre-tenure review, tenure review, and post-tenure review decisions.

The Faculty Senate will elect voting members of the AFTC, which include one tenured faculty member from each of the colleges of Aeronautics, Business, and Psychology and Liberal Arts and two tenured faculty members from the College of Engineering and Science. Elected AFTC members will serve three-year terms and may be elected for consecutive terms. Terms are staggered so that no more than two AFTC members are elected each year. The Chief Academic Officer or the Chief Academic Officer's representative and other members of the faculty or administration appointed by the Chief Academic Officer or the AFTC chair will be nonvoting members. The voting members of the AFTC will elect their chairperson each year.