

## Committee on Academic Freedom and Rights Annual Report: 2011-2012

### CAFR Members: 2011-2012

Grace Burton, Chair, Foreign Languages  
Rachel Roe-Dale, Mathematics.  
Sang Wook Lee, Art,  
Kim Frederick, Chemistry  
Marla Segol, Religion  
Crystal Moore, Social Work

CAFR met 8 times in the course of academic year 2011-2012.

### Informal Cases:

Members of CAFR met with two members of the community who sought advice from the committee for various reasons. All these concerns were handled at the informal stage; none of these community members chose to lodge a formal complaint.

### Policy:

Members of the community sought CAFR's advice regarding a number of policy initiatives at the college. CAFR read and considered drafts of "The Standards of Business Practice" and offered our advice and counsel as appropriate.

The chair of CAFR served on an ad hoc committee charged with bringing recommendations to the administration and the faculty regarding Part I, Article X of the *Faculty Handbook* (The Discipline of Tenured Faculty). Members of that committee included Grace Burton (CAFR), Barbara Black (FEC), Greg Pfitzer (CAPT), Susan Kress (VPAA) and Barbara Krause (President's Office). CAFR read and considered a number of preliminary drafts of the proposal. CAFR also met with the full membership of FEC and CAPT in a joint meeting to consider the proposal. (Note: The faculty discussed the proposal in a "Committee of the Whole" at the February Faculty meeting and ratified the policy at the April Faculty meeting. The new policy will take effect at the beginning of Academic Year 2012-2013.)

### Operating Code:

CAFR amended its Operating Code to reflect the changes to its procedures necessitated by the passage of new language found in Part I, Article X of the *Faculty Handbook* (please see attached).

Membership:

CAFR recommended to FEC that its membership be reduced from six to five members of the faculty, at least one of whom should be untenured at the time of election. FEC presented the motion to the faculty, and the faculty approved the change. CAFR will have five members beginning in academic year 2012-2013.

Respectfully submitted,

Grace M. Burton  
Chair, CAFR

CAFR Membership: 2012-2013

Rachel Roe-Dale, mathematics,  
Kim Frederick, Chemistry  
Crystal Moore, Social Work  
Sonia Silva, Anthropology  
Pat Hilleren, Biology