

COMMITTEE ON ACADEMIC FREEDOM AND RIGHTS (CAFR) ANNUAL REPORT, 2025-2026

The Committee on Academic Freedom and Rights (CAFR) serves as the guardian of academic freedom and rights for all members of the Skidmore College community.

SUMMARY

During Academic Year (AY) 2025-2026, CAFR considered or was involved in consultations and governance matters, informal inquiries, and required training. Although our doctrine of confidentiality requires the withholding of certain details, the breakdown is as follows:

- Fall anti-bias literacy session with ATC and PC to support CAFR's role in the tenure appeal process. No tenure appeals were lodged this year.
- Five formal consultations with the administration.
- One formal consultation with shared governance committees and the DOF's office.
- Two shared governance meetings and two Committee of Committee meetings.
- Five informal inquiries. An informal inquiry involves a complainant meeting with one or more CAFR members (often the whole committee) to gather information, discuss a complaint, or seek assistance or clarification. CAFR might engage in an informal investigative process or attempt to resolve the complaint informally via mediation.
- CAFR held ≈25 meetings. The chair of CAFR met with the Board of Trustees on May 14, 2026.
- Incoming Chairs of FEC, CEPP, ATC, PC, and CAFR convened in May 2026 to respond to the Middle States recommendation that the college standardize mentorship and evaluation of faculty across departments.

CAFR continued to use Zoom as the platform for conducting confidential meetings with complainants, respondents, and the administration. Whenever possible, CAFR will continue to advocate for meeting with community members via Zoom (or a comparable platform), unless persuaded that an in-person meeting is in the interest of equity, inclusion, or similar considerations.

RECOMMENDATIONS TO DOF

None for this academic year.

MEMBERSHIP

AY 2025–26

Fall 2023 – Fall 2026	William Lewis (Philosophy Department; tenured)
Fall 2023 - Spring 2026	Dan Nathan (American Studies Department; tenured)
Fall 2024 - Spring 2027	Erica Bastress-Dukehart, Chair (Associate Professor of History; tenured)
Fall 2025-Spring 2028	Jamie Parra (English, untenured at time of election)
Spring 2026	Reg Lilly (Philosophy; tenured)
Fall 2024 - Spring 2026	Anna Barnes '26

AY2026-2027

Erica Bastress-Dukehart (History), Jamie Parra (English; CAFR Chair), (Michael Ennis-McMillan (Anthropology; tenured), June Paul (Social Work; untenured at time of election)

Student representative: To be appointed by SGA