

Salisbury University - Academic Freedom and Tenure Committee
Minutes – November 28, 2006

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Attending: Liddell Madden (Chair), Paul Scovell, Charles Cipolla, Susan Battistoni, Kathleen Shannon (Senate Representative).

Focus of meeting - Discussion and development of recommendations to the Associate Provost regarding:

- Conflict of Commitment (BOR-II-3.10) and the draft of SU Policy on Conflict of Commitment.
- Conflict of Interest (BOR III-1.11) and the draft of SU Policy on Conflict of Interest

I. Results of sub-committee report on conflict of commitment. Recommendations based on the Cipolla and Marshall e-mail:

1. Policy on Professional Commitment of Faculty (BOR II-3-10)
 - Issues related to conflict of commitment are not in the purview of AFT
2. Salisbury University Faculty Reporting Procedures for Potential Conflict of Commitment
 - Procedure is reasonable. Recommend additional specificity with the following added words underlined:
 - Add and underline in the second sentence: Faculty must disclose any significant commitment to professional activities to be undertaken outside the University or department to both the chairperson and the dean.
 - Add and underline in the third sentence: Second, faculty must complete an Annual Report describing any and all significant commitments on Outside Professional Activities, which provides appropriate context in which the department chair can evaluate individual conflict issues and from which the University can gauge broader trends.

II. Conflict of interest (BOR III-1.11)

Discussion ensued regarding various scenarios with focus on exploring the role of the chair, dean, provost, the Conflict of Interest Committee (COI), and use of the COI form.

Recommendations:

- Department Chairs should not make a final decision about whether or not an activity is actually a conflict of interest. RMT: the policy as written asks chairs and faculty to identify potential conflicts of interest and if either thinks there is one to move forward on completing the COI form and moving up through "the channels" I underlined the appropriate lines to emphasize this
- The chair or the faculty member can identify a potential conflict of interest. Taken care of bullet 1
- If a potential conflict of interest is identified by either the faculty member or the chair a COI form is completed by the faculty member and submitted to the chair who forwards it to the Academic Dean. That's already in the document
- The COI recommendations and subsequent decision by the President do not negate the right to appeal to Academic Freedom and Tenure Committee if the faculty member believes academic freedom has been infringed upon. This will be a potential problem as Presidential decisions as indicated in BOR policy (see the BOR III-1.11 III B 4.) . Language has been added that allows for an appeal to the AFTC before the President signs. This isn't quite what the AFTC is recommending, but it does introduce the ability of appeal academic freedom and tenure issues to the AFT before a final decision is rendered.

