

Monday, May 15, 2023

To: Jennifer Martin
Faculty Senate President

From: Asif Shakur
Chair of the Academic Freedom and Tenure Committee

Subject: Annual Report 2022-2023

The AFT Committee deliberated and reported on several unusually consequential issues.

1. On September 29, 2022, we were charged by the Faculty Senate to recommend whether Part-time Tenured and Tenure-Track Faculty should be represented by the Faculty Senate or the Adjunct Caucus. The AFT sent its report to the Faculty Senate on October 19, 2022 and recommended changing the bylaws to include Part-time Tenured and Tenure-Track Faculty within the Faculty Senate.
2. On October 11, 2022, Dave Johnson, Chair of the English Department, sought guidance from AFT to ensure that their current ENGL 103 policy of using shared textbook across all sections was in compliance with best practices for academic freedom with regard to shared courses. The AFT recommended that the English Department should vote to define the role of their Director of First Year Writing. We also recommended that they adhere to the guidelines provided by the AAUP. The English department affirmed by majority vote that the choice of ENGL 103 textbook fell under the purview of the Director of First Year Writing.
3. On January 25, 2023, the Faculty Senate charged the AFT Committee to review and draft any changes to the “operating documents” to bring them in alignment with the Faculty Senate motion requiring that “work in Diversity, Equity, and Inclusion” must be recognized within Teaching, Scholarship, and/or Service for the purposes of Tenure and Promotion. On April 6, 2023, we sent our full report on the DEI charge. The AFT Committee did not find it necessary to make any changes to our “operating documents”.
4. On March 27, 2023, the Faculty Senate charged the AFT Committee to work with students to draft guidelines around the inclusion of offensive language in coursework and class discussion. On May 3, 2023, we sent our initial report. In light of the recent classroom incidents regarding the use of explicit language contained in source documents in the context of teaching, the AFT Committee endorsed the AAUP Salisbury Chapter’s statement on academic freedom.