

# **Ad Hoc Committee on Academic Freedom and Climate**

Matthew Abraham, College of Social and Behavioral Sciences

Lawrence Aleamoni, Professor Emeritus, Disability and Psychoeducational Studies

Keiron Bailey, Research, Innovation, and Impact

Shaun Esposito, College of Law

Jaime Fatás-Cabeza, College of Humanities

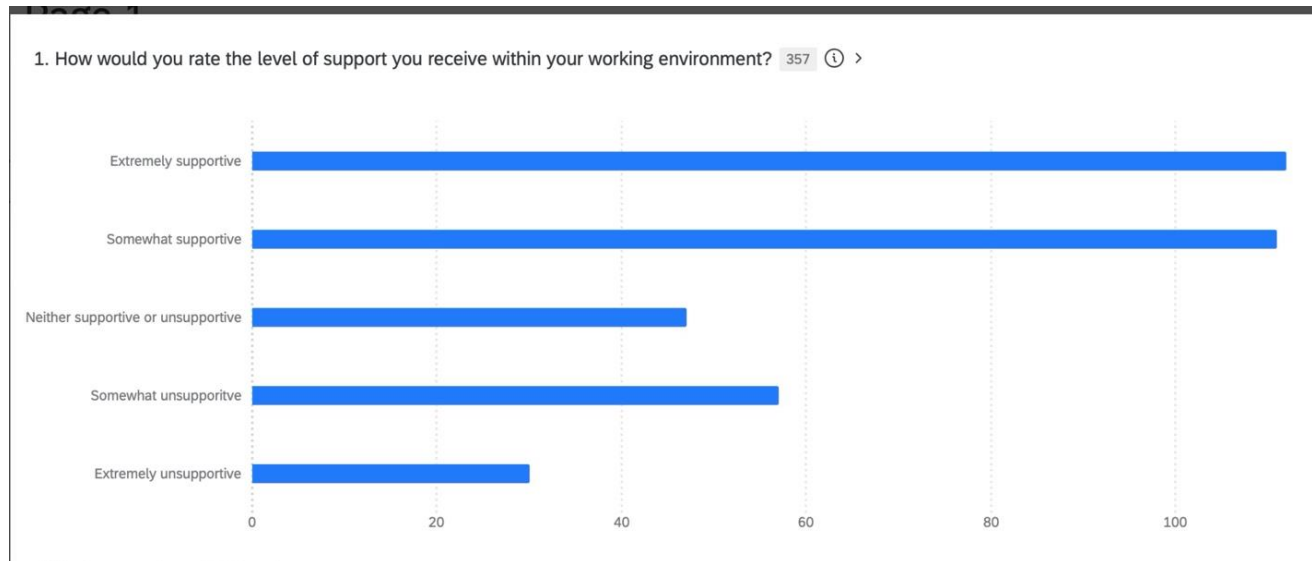
Roy Spece, College of Law

# Key Questions in Survey Focusing on University Climate Issues

- ▶ How would you rate the level of support within your working environment?
- ▶ How confident are you that your supervisor would address your concerns about your department's working environment?
- ▶ How clear is the relationship between ABOR and university policies and procedures protecting whistleblowers?
- ▶ If you have experienced a discriminatory act during the course of your work at the U of A, did you report it?
- ▶ If you have experienced a harassing act during the course of your work at the U of A, did you report it?
- ▶ If you experienced a retaliatory act during the course of your work at the U of A, did you report it?
- ▶ Was an appropriate process followed in the handling of the complaint?
- ▶ Do you believe the U of A monitors faculty email?
- ▶ Would such monitoring be improper?

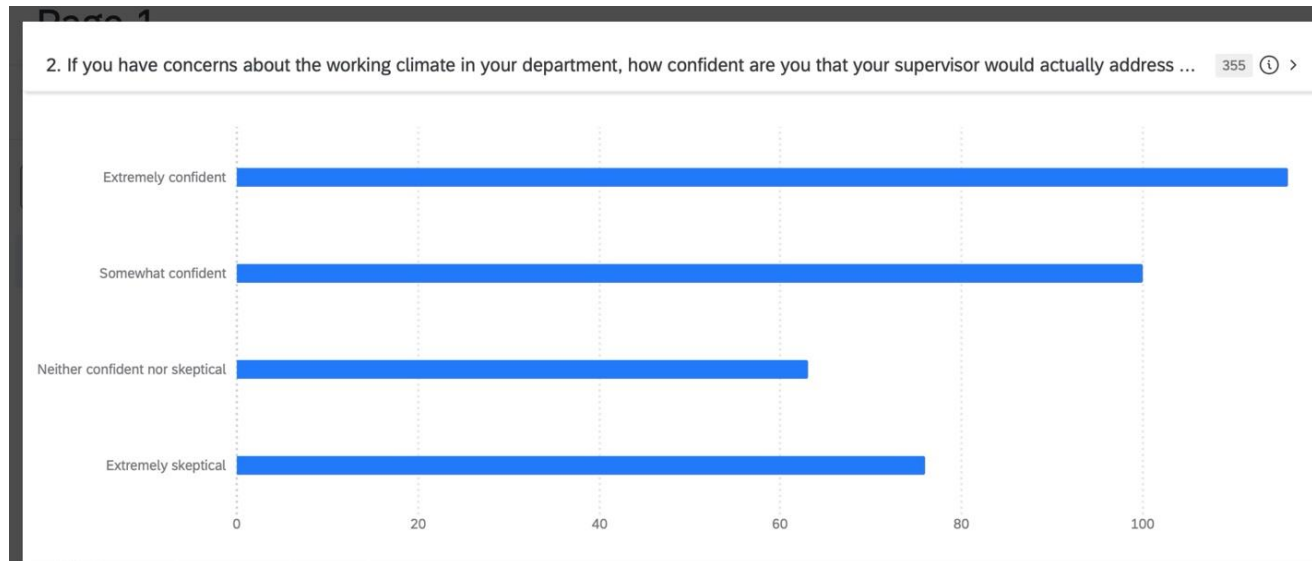
# Key Questions in Survey Focusing on University Climate Issues, cont.

- ▶ Do you feel free to complain about conditions at the University of Arizona?
- ▶ How confident are you in the current administration to investigate faculty complaints?
- ▶ What is your level of trust in the current administration (President Robbins and his management team)?
- ▶ Have you ever had occasion to seek out the advice of the Office of the General Counsel?
- ▶ If you did approach the Office of the General Counsel, what was your level of satisfaction with the advice you received?
- ▶ Is it problematic that, to receive the OGC's advice, you need your supervisor's approval?

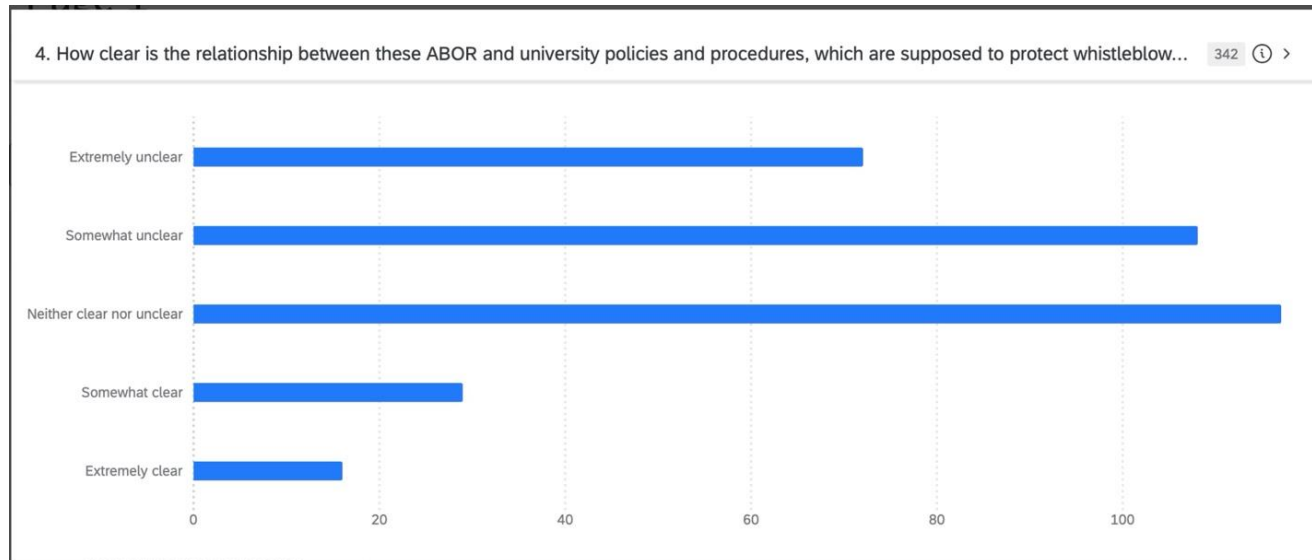


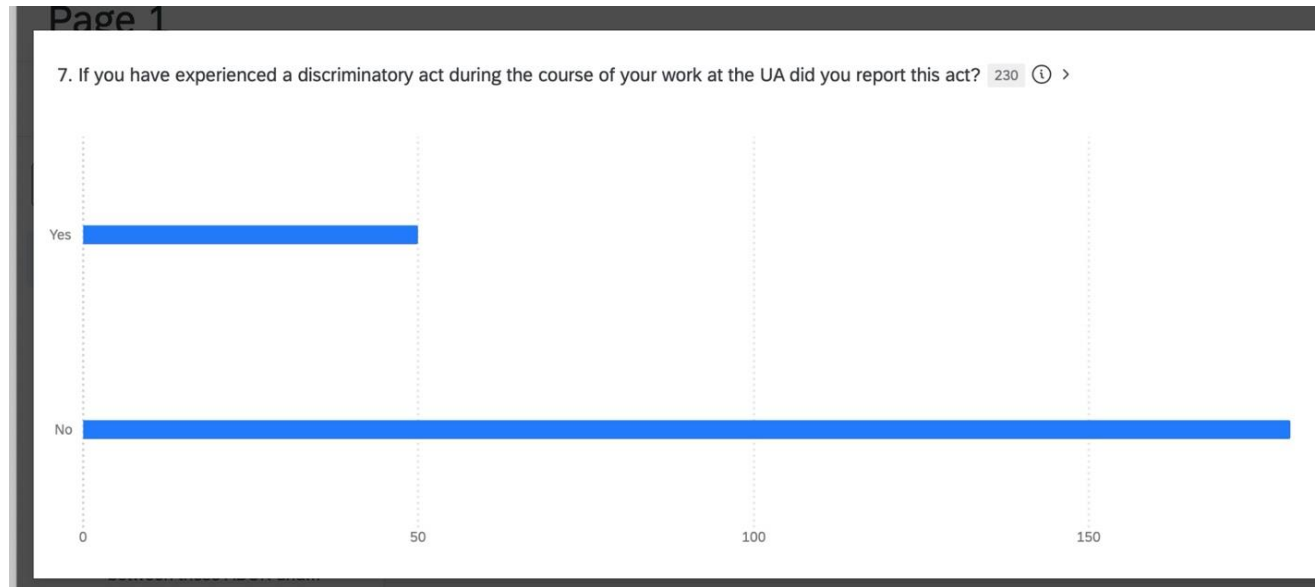
How Would You  
Rate the Level of  
Support Within  
Your Working  
Environment?

# Confidence in Supervisor to Address Working Climate in the Department When You Express Concern

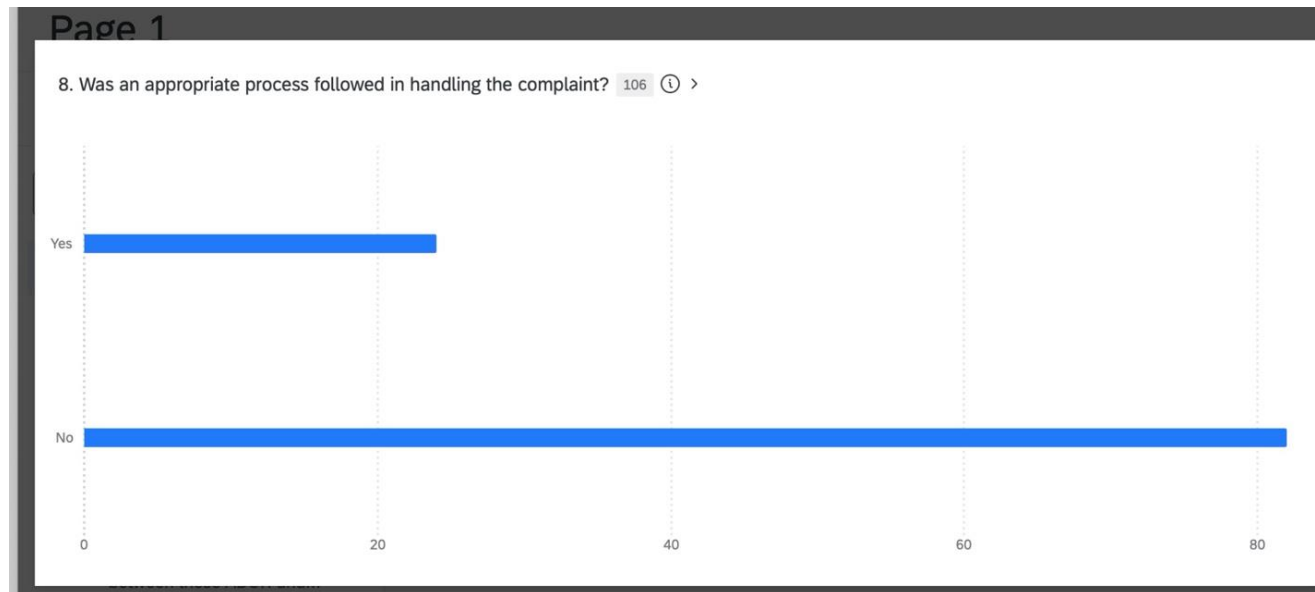


# Relationship between ABOR and University Policies and Procedures Protecting Whistleblowers





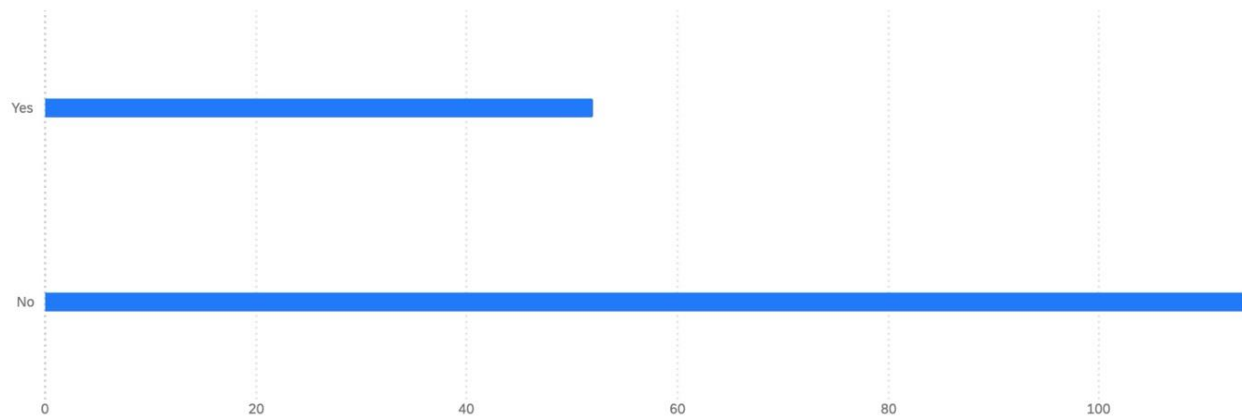
If You Experienced  
a Discriminatory  
Act, Did You  
Report It?



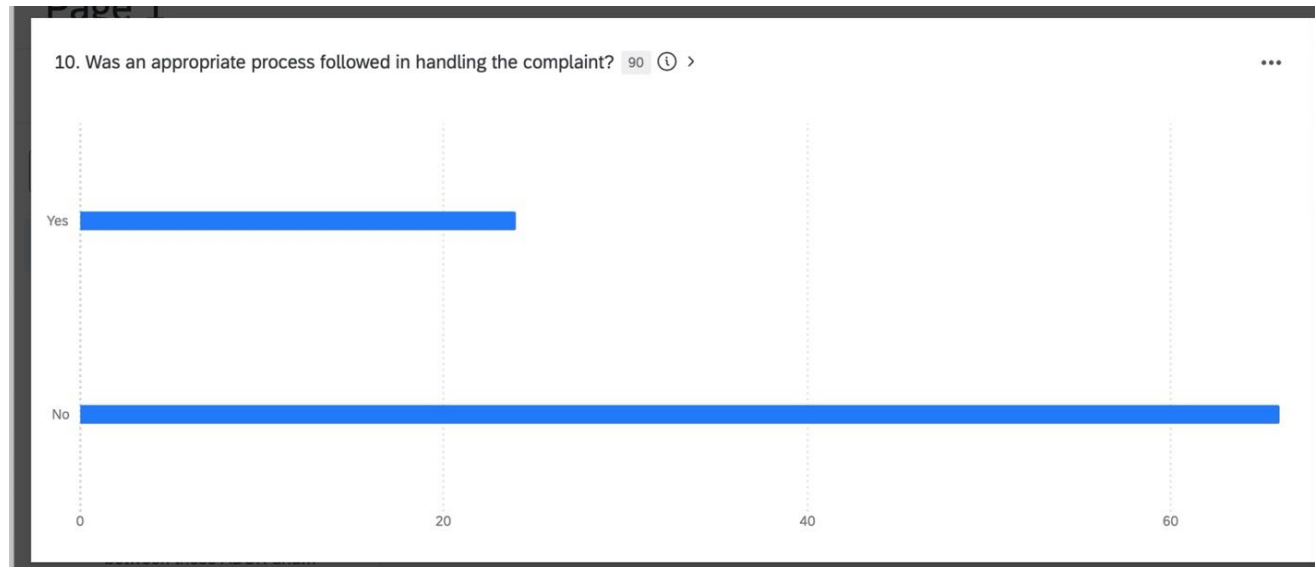
Was an Appropriate  
Process Followed in  
the Handling of the  
Complaint?



9. If you have experienced a harassing act during the course of your work at the UA did you report this act? 166 ⓘ >



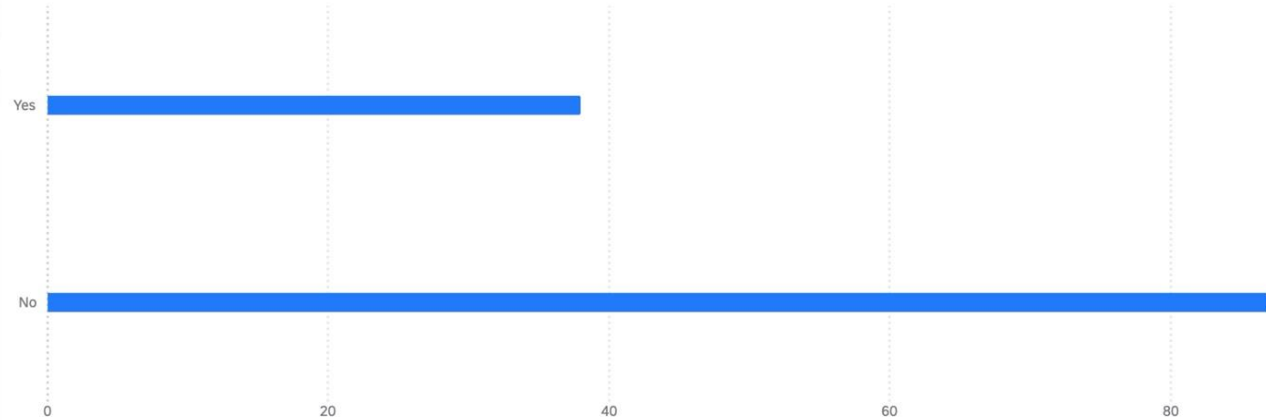
If You Experienced a Harassing Act During the Course of Your Work at the U of A, Did You Report It?



Was an Appropriate  
Process Followed in  
the Handling of the  
Complaint?



13. If you have experienced a retaliatory act during the course of your work at the UA did you report this act? 125 ⓘ >

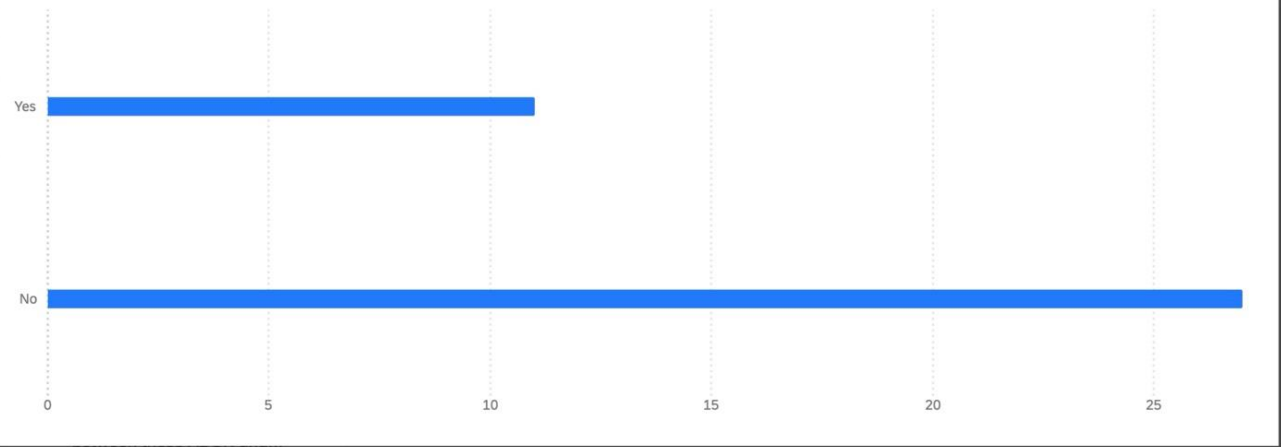


If You Have Experienced a Retaliatory Act During the Course of Your Work at the U of A, Did You Report This Act?



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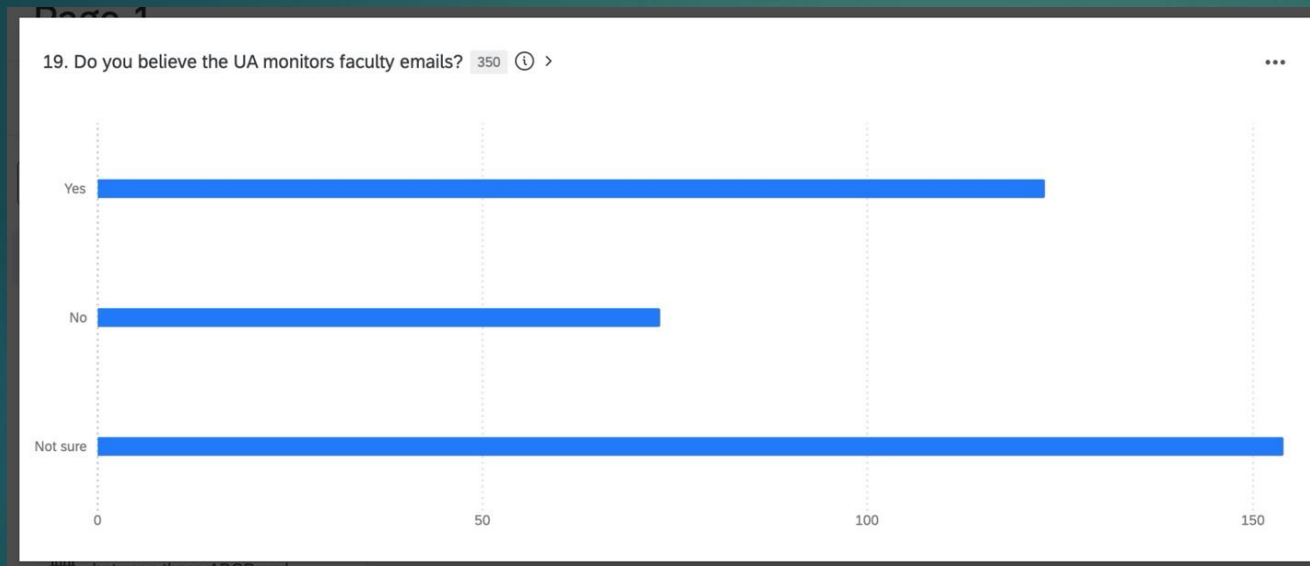
14. If you answered "yes" above, was an appropriate process followed in handling the complaint? 38 ⓘ >

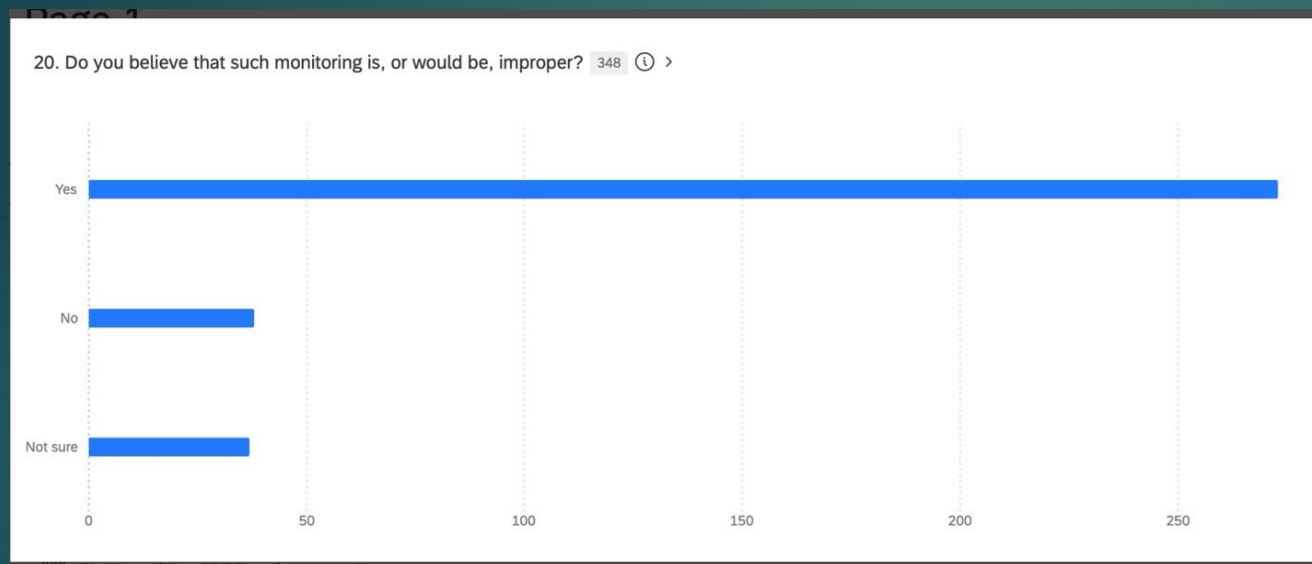


Was an Appropriate  
Process Followed in  
the Handling of the  
Complaint?

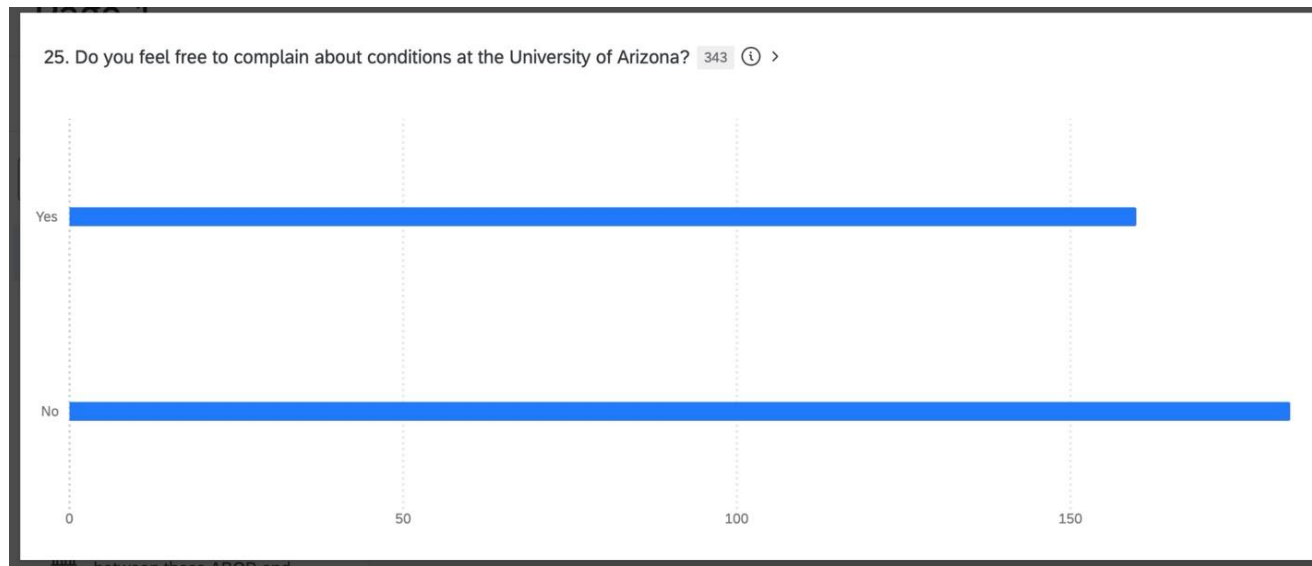


Do you  
believe U of  
A monitors  
faculty  
emails?

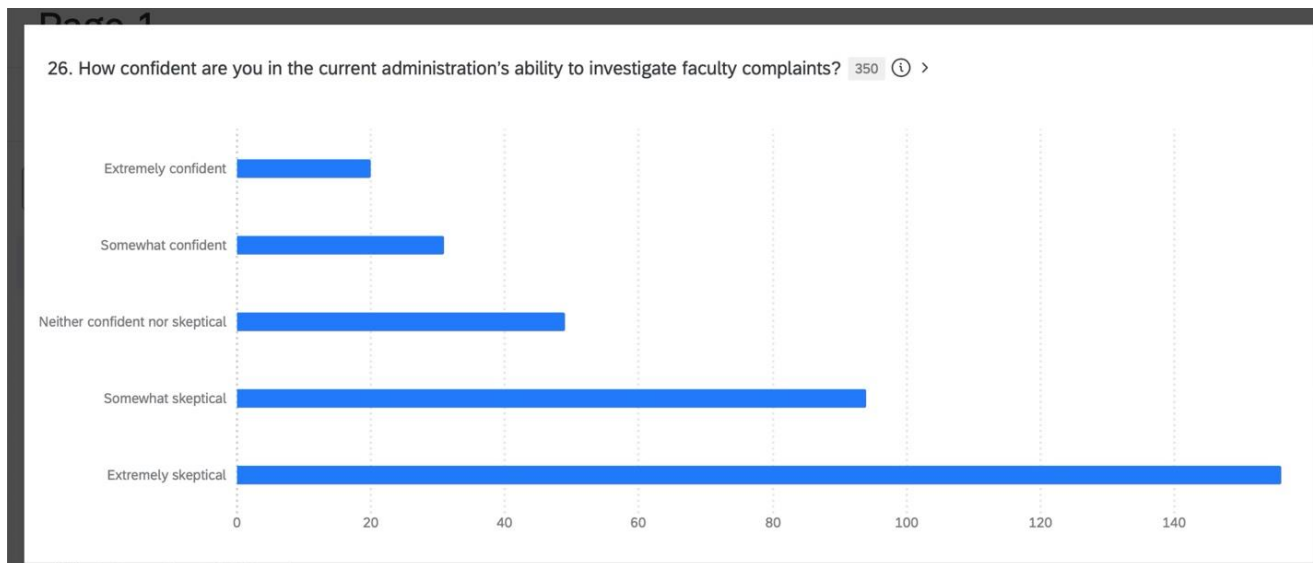




Do you believe such monitoring would be improper?

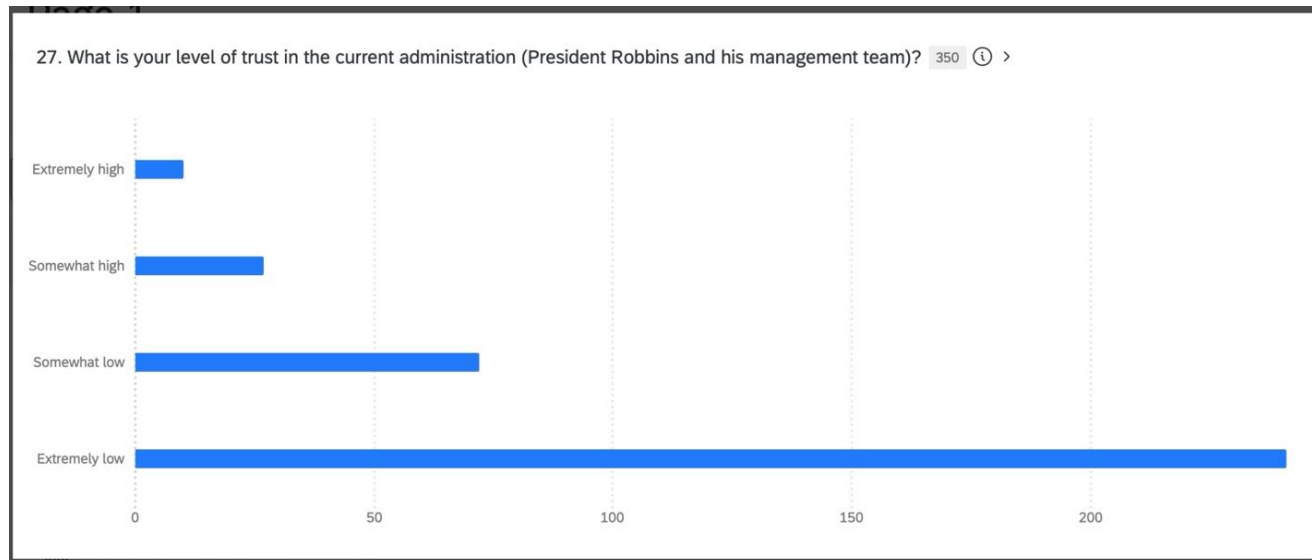


Do You Feel Free to  
Complain about  
Conditions at the  
University of  
Arizona?

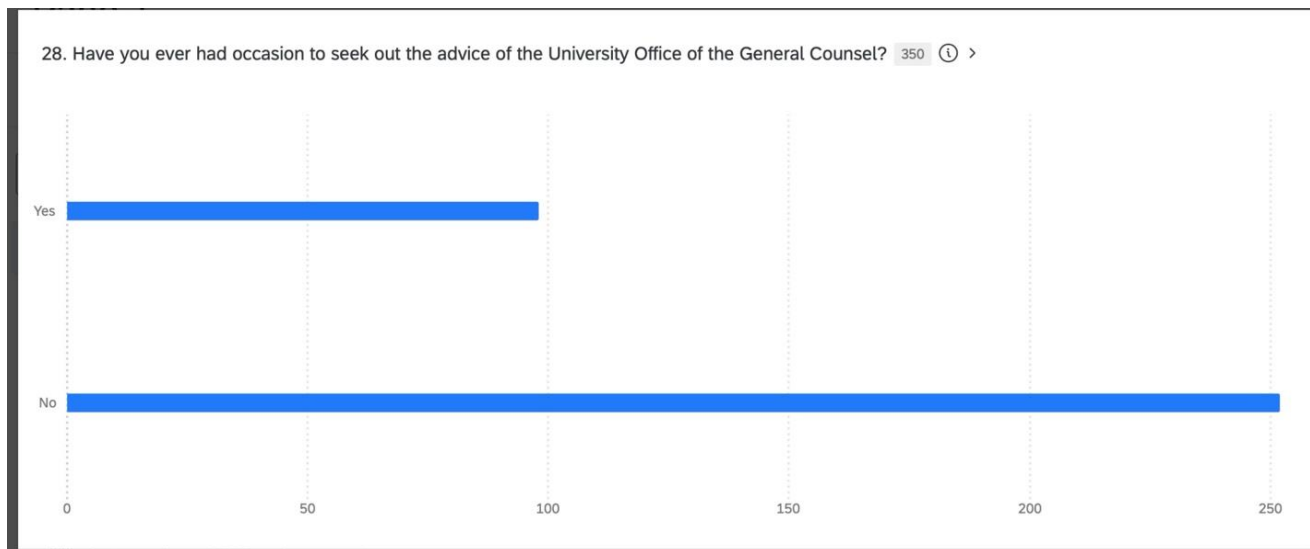


How Confident Are  
You in the Current  
Administration's  
Ability to Investigate  
Faculty Complaints?

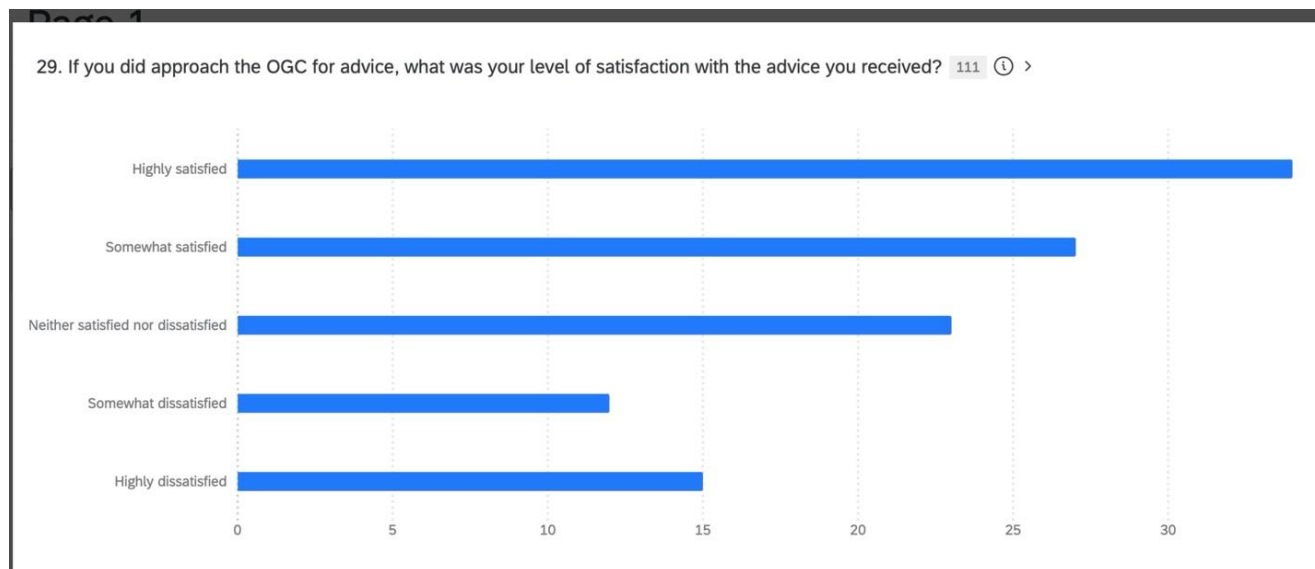




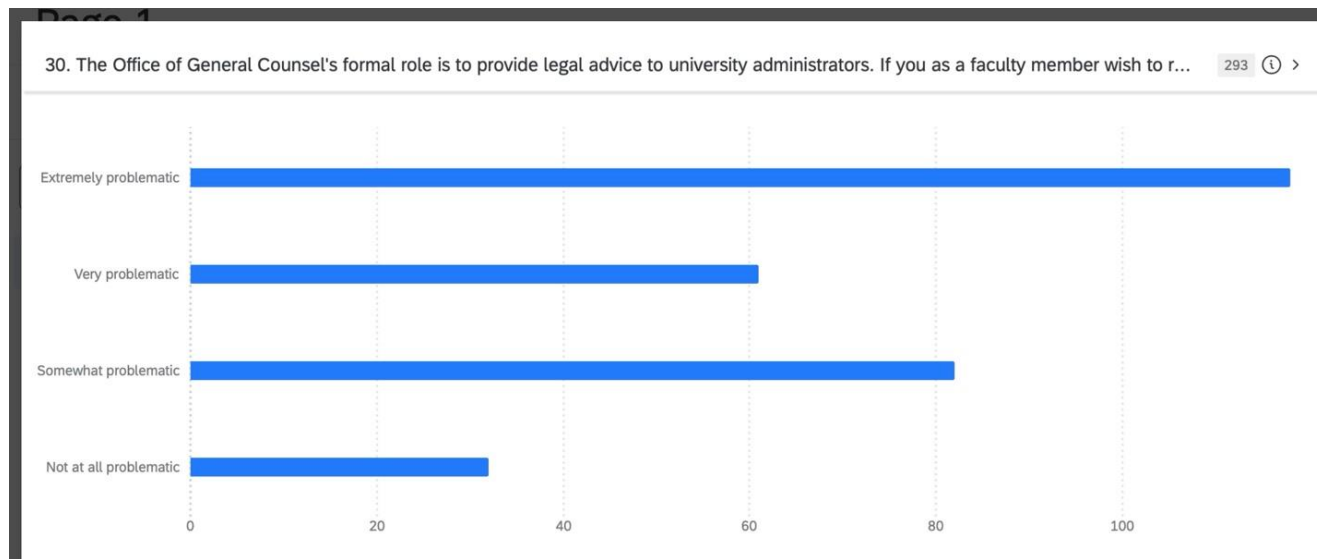
What is Your Level of Trust in the Current Administration (Pres. Robbins and His Management Team)?



Have You Ever Had  
Occasion to Seek  
Out the Advice of  
the Office of the  
General Counsel?



If You Did Approach  
the OGC, What Was  
Your Level of  
Satisfaction with the  
Advice Received?



Is it problematic,  
that to seek out the  
OGC's advice, you  
need your  
supervisor's  
approval?

# Recommendations

- ▶ The Faculty Chair should request that the Office of the President and the Arizona Board of Regents appoint a Taskforce comprised of Regents and university administrators that will promote increased transparency around the implementation of written policies as they currently exist in the areas of discrimination, harassment and the protection of whistleblowers against retaliation, as well as to identify the responsible offices for complaint handling to ensure they are tasked with conducting neutral investigations free of conflicts of interest.
- ▶ The Faculty Chair should consider appointing a faculty-and-staff-led taskforce that will issue recommendations about steps that can be taken to ensure that vital policies such as ABOR 6-914 will be implemented as they are written. In addition, such a taskforce should address the growing crisis of confidence in policies that are supposed to protect those bringing forward allegations of discrimination, harassment, and retaliation by identifying conflicts of interest in offices that are charged with investigating such allegations.