

Changes to CAFR's membership. First, the committee must now have at least three tenured members. Second, the chair of CAFR must have tenure. Third, the Chair of CAFR is also the Chair of the Tenure Review Subcommittee (TRS), and the TRS contains three tenured members of CAFR. Fourth, the Chair of CAFR and incoming Chair of CAFR will be members of a TAC, should one be convened. Fifth, CAFR has adopted the same procedure used by ATC to fill slots on the TRS/TAC should there be a conflict of interest within CAFR membership.

Changes to CAFR's processes and procedures. First, there is now a Tenure Review Subcommittee (TRS) made up of the three tenured members of CAFR. Second, CAFR is now required to complete the same anti-bias training that ATC undergoes at the start of the academic year. Third, CAFR has formalized the TRS investigative processes, which are now addressed in the CAFR Operating Code (and which were voted on as part of the motion passed by the faculty). Fourth, CAFR has updated the language on confidentiality within its operating code to make it more explicit, and to ensure that it is in line with the Faculty Handbook.

Observations and suggestions:

CAFR identified, as part of our work, that many Faculty Handbook policies apply to non-tenure track individuals on renewable contracts, but do not apply to individuals on non-renewable contracts. CAFR believes that it is vitally important that individuals are aware of their rights (and responsibilities) as faculty members, and therefore that the Faculty Handbook and other guiding documents should be clear enough that every member of the Skidmore community knows which portions do and do not apply to them. CAFR believes that the administration is committed to working with the faculty in the coming year to resolve this issue.

As in previous years, CAFR's workload was high. CAFR is concerned about the uptick in cases in recent years. It is not clear whether violations of academic freedoms and rights are more frequent now, or, instead, whether they are being reported at high rates. Nevertheless, it is clear that many members of our community believe that their academic freedoms and rights are being violated, more so than in previous years.

Skidmore's current decentralized approach to departmental management may have consequences for academic freedoms and rights.

- In this and previous years, CAFR has seen cases that have brought to light the ways in which departmental handbooks are sometimes vague, underspecified, ambiguous, and/or are in conflict with other guiding documents.
- We encourage all members of all departments to carefully review their departmental procedures, especially related to personnel policies. Specifically, we suggest that each department set aside time during department meetings to intentionally and proactively review their departmental handbook.
- In this and previous years, CAFR has seen cases that have brought to light the ways in which deviations from written policies and procedures can have consequences for both personnel decisions and for the lived experiences of individuals in our community. Because Skidmore's approach is fundamentally

decentralized and department-centric, individuals' experiences of their workplace hinge both on the specifics of their department's policy and on their chair's implementation of that policy.

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