

**COMMITTEE ON ACADEMIC FREEDOM AND RIGHTS  
ANNUAL REPORT 2017-2018**

The Committee on Academic Freedom and Rights (CAFR) serves as guardian of academic freedom and rights for all members of this academic community. Because all the CAFR meetings in 2017-2018 focused on sensitive complaints particular to faculty and faculty petitioners, participation was

This ambiguity will be particularly challenging for individuals confronted with unexpected emergencies (for themselves or dependents) that would trigger medical leaves during a sabbatical. That is, we can assume they'll be under considerable duress at the time. CAFR concluded that clearer policy could diminish the prospect of violations of Academic Rights in this instance. Clearly articulated policy could also decrease the likelihood of individuals relying on their particular understanding of precedent for their assessment of how appeals will be treated.

This was an unusual discussion for CAFR; it focused on a perceived threat to academic freedom and rights that could occur in the future, in the absence of clarifying text. Recognizing that the Faculty Development Committee is the primary faculty committee that participates in issues related to sabbaticals and communicates recommendations to others (including faculty and office of DOF/VPAA), CAFR recommended that the FDC clarify and, as necessary, develop and propose, a policy at the intersection of sab