Proposal:

To Expand the Role of the Faculty Review Committee (FRC) to Include an Appeal Process for Negative Promotion Decisions

Modifications to the Faculty Handbook:
Part One, Bylaw One, Section IX
Part One, Appendix B

Committee on Governance: Len Albano (CEE); Tanja Dominko (BBT); Glenn Gaudette (BME); Eleanor Loiacono (BUS); Mark Richman (ME); David Spanagel (HUA); Suzanne Weekes (MA); Bruce Bursten (Provost).

Faculty Review Committee: Dave Adams (BBT); Joel Brattin (HUA); Don Clark (CHE); Mark Claypool (CS); Mike Elmes (BUS); Allen Hoffman (ME); Fabienne Miller (BUS); Guillermo Salazar (CEE); Lance Schachterle (HUA)
Primary Motivations

- Recommendation of the Task Force on Academic Promotion: (October 2015):
  “…that a mechanism be instituted to appeal a negative decision for promotion based on procedural grounds, but not based on the merits of a case.”

- Part of a general ongoing effort to improve the academic promotions process, in general….
  - …and (where appropriate) to use ideas that have improved the tenure process, in particular.
Proposal

• To extend the FRC’s review of *faculty grievances* to include:
  
  Negative decisions on promotions of tenured, tenure-track, and continuing non-tenure track faculty members.

• To retain the restriction *(that currently applies to appeals of negative tenure decisions)* to cases in which the decision is alleged to have resulted from:
  
  - a violation of academic freedom;
  - improper procedure;
  - discrimination

• To update the grounds for discrimination *(consistent with HR practices)*:
  
  based on race, sex, gender, color, national origin, religion, genetic identity or expression, marital or parental status, sexual orientation, transgender status, or any other protected status.
Discussion....