

# 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)

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## 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.
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# 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.
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# Minor Modifications Since April Faculty Meeting

(in red underline)

- Appeal must be filed within ten days after the Provost notifies the candidate of the negative decision or after the February Trustees meeting, whichever is later:
  - Members of COAP will be ineligible to serve on the FRC -
    - Parallel to the (current) ineligibility of CTAF members.
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**Discussion....**

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