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.
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.
Discussion....