

Faculty Tenure and Promotion Appeals

(see Appendix B: Rights of Appeal, B.2 Tenure and Promotion Appeals)

Process Start

Faculty decides to appeal a negative decision for T/P

Faculty (appellant) initiate appeal by providing written notice of intent to appeal to Faculty Senate President, chair of Faculty Appeals Committee (FAC), and Provost, no later than Feb 15 or first regular business day after if Feb 15 is not a business day

Provost may assign FT tenured faculty to adjudicate on provost's behalf (appellee)

Appellant can request a Faculty Appeals Advocate through written request to Faculty Senate President

Faculty Senate President shall appoint an Appeals Advocate within 14 days of the request

The appellee and any administrators who provided tenure and/or promotion recommendations at a lower level of review shall not communicate directly with the appellant on any matters related to the appeal. The appellant and appellee should separately address any questions and concerns related to the tenure and/or promotion appeal with the chair of the FAC.

Appellant must submit a comprehensive written statement of appeal to the Chair of the FAC and appellee no later than March 1 or first business day if March 1 is not a business day

Appellee has 5 business days from March 1 to provide the Chair of the FAC with written rebuttal, supporting evidence, and access to the appellant's dossier

Appellee provides FAC access to appellant's dossier

Chair of FAC provides all materials to the Faculty Appeals Committee

Within 3 business days of receipt, Chair of FAC will review appellant and appellee materials, determine applicability to the appeal, and provide written statement to appellee and appellant that is not appealable

Within 7 business days, FAC submits decision to Chair who submits to appellee and appellant

FAC determines appeal has merit for consideration

Chair of FAC contacts Faculty Senate President to make arrangements for a hearing

Process End

FAC determines appeal lacks merit for consideration: T&P appeals process is concluded

T&P Appeal Hearing (see Appendix F.3 for procedure)

University President makes a recommendation to the Board of Trustees and notifies appellant, department chair, dean, provost and designee (if applicable), and Faculty Senate President

Process End

Chair of FAC transmits recommendations of T&P appeal hearing process to appellant, department chair, dean, provost and designee (if applicable), Faculty Senate President, and university president no later than April 15 or first business day after if April 15 is not a business day