

## Summary of changes for action item #6 related to the reconfiguration of the Faculty Affairs Committee

**Why?** Over the past couple of decades, the number of faculty ranks without academic rank have increased, become more defined in their duties and responsibilities, and are filled increasingly by individuals with long residencies at the university. The juxtaposition of a having a Faculty Affairs Committee (FAC) configuration that is solely comprised of faculty with academic rank dealing with issues related to faculty without academic rank has become increasingly problematic. During the previous 2017-2018 session of the University Council, the council debated a proposal designed to add faculty without academic rank to this committee in order to provide that group of faculty with representation on this committee, which greatly impacts careers. Although this proposal failed, the issue was returned to the Statutes, Bylaws, and Committees Committee (SBC) for further work this year.

**How?** This proposal drew on heavily from the input of the spokesperson of faculty without academic rank and the current FAC recommendation. The latter's recommendation is included as an amendment to this cover letter. The following is a summary of changes:

1. FAC will be comprised of 18 tenured members and 6 members without academic rank.
2. Each of the 6 members without academic rank will have at least 5 years of residency at the university in a full time status to mirror the perceived investment in the university of the tenured members
3. The 6 members will be drawn from the University Council members but voted on by member of the same faculty rank across the university.
4. Beyond representing the 17 Schools and Colleges of the university, the 18 tenured members comprise a subcommittee that will deal with any tenure related faculty issue. This maintains compliance with Board of Regents policies that restricts voting on tenure related issues to tenure-track faculty. In practice, items coming out of this subcommittee are expected to be presented as informational items for the overall committee prior to moving on to the Executive Council for consideration.

## Original Language

### IX. Faculty Affairs Committee.

#### Membership

**Faculty with academic rank:** One voting member of the Faculty Affairs Committee shall be elected from the faculty with academic rank of each School or College, except for the College of Agricultural and Environmental Sciences (which shall have two members), the Franklin College of Arts and Sciences (which shall have four members), and the College of Education (which shall have two members). Faculty who represent Schools and Colleges shall be elected from and by the elected faculty members of the University Council representing those Schools and Colleges and shall serve three-year terms, even if their term of membership on the University Council expires prior to their term of service on this committee.

**Faculty Affairs Committee Chair:** The Chair of the Faculty Affairs Committee shall be elected each year from among the members on the Committee.

#### Duties

1. To review and recommend policies on matters of faculty concern related to faculty productivity and evaluation, including but not limited to activities and programs, appointment, promotion and tenure, post tenure review and academic freedom.

## Redlined Version

### IX. Faculty Affairs Committee.

#### Membership

**Faculty ~~with academic rank~~:** One voting member of the Faculty Affairs Committee shall be elected from ~~the tenured~~ faculty ~~with academic rank~~ of each School or College, except for ~~the College of Agricultural and Environmental Sciences (which shall have two members)~~, the Franklin College of Arts which shall have two tenured faculty members, one representing the Sciences and the other the Arts and Humanities. ~~and Sciences (which shall have four members)~~, and the College of Education ~~(which shall have two members)~~. These faculty will also serve as the membership of a Faculty Affairs Tenured subcommittee. These members will be joined by six faculty with non-tenure track appointments to comprise the entirety of the Faculty Affairs Committee. Tenured ~~f~~Faculty who represent Schools and Colleges shall be elected from and by the elected faculty members of the University Council representing those Schools and Colleges and shall serve three-year terms, even if their term of membership on the University Council expires prior to their term of service on this committee.

Non-tenure track appointments will be spread equally over the following faculty ranks: Research Scientists, Public Service Faculty, Librarians, Lecturers, Clinical Faculty, and Academic Professionals. Non-tenure track faculty shall be elected from the members of University Council that have a minimum of five years of residency at the university in a full-time status by full-time non-tenure track faculty of the same faculty rank at the university. No more than two non-tenure track representatives can originate from any single college. Non-tenure track faculty members elected to this committee shall serve three-year terms, even if their term of membership on the University Council expires prior to their term of service on this committee.

**Faculty Affairs Committee Chair:** The Chair of the Faculty Affairs Committee shall be elected each year from among the tenured members on the Committee. The Chair will also serve as the role of Chair for the Faculty Affairs Tenure subcommittee. The FAC chair may delegate additional items or matter to the Tenured Faculty Subcommittee.

#### Duties

1. To review and recommend policies on matters of faculty concern related to faculty productivity and evaluation, including but not limited to activities and programs, appointment, promotion and tenure, post tenure review and academic freedom.

## Clean new language

### IX. Faculty Affairs Committee.

#### Membership

**Faculty:** One voting member of the Faculty Affairs Committee shall be elected from tenured faculty of each School or College, except for the Franklin College of Arts which shall have two tenured faculty members, one

representing the Sciences and the other the Arts and Humanities. These faculty will also serve as the membership of a Faculty Affairs Tenured subcommittee. These members will be joined by six faculty with non-tenure track appointments to comprise the entirety of the Faculty Affairs Committee. Tenured faculty who represent Schools and Colleges shall be elected from and by the elected faculty members of the University Council representing those Schools and Colleges and shall serve three-year terms, even if their term of membership on the University Council expires prior to their term of service on this committee.

Non-tenure track appointments will be spread equally over the following faculty ranks: Research Scientists, Public Service Faculty, Librarians, Lecturers, Clinical Faculty, and Academic Professionals. Non-tenure track faculty shall be elected from the members of University Council that have a minimum of five years of residency at the university in a full-time status by full-time non-tenure track faculty of the same faculty rank at the university. No more than two non-tenure track representatives can originate from any single college. Non-tenure track faculty members elected to this committee shall serve three-year terms, even if their term of membership on the University Council expires prior to their term of service on this committee.

**Faculty Affairs Committee Chair:** The Chair of the Faculty Affairs Committee shall be elected each year from among the tenured members on the Committee. The Chair will also serve as the role of Chair for the Faculty Affairs Tenure subcommittee. The FAC chair may delegate additional items or matter to the Tenured Faculty Subcommittee.

#### Duties

1. To review and recommend policies on matters of faculty concern related to faculty productivity and evaluation, including but not limited to activities and programs, appointment, promotion and tenure, post tenure review and academic freedom.

TO: Statutes and Bylaws Committee, UGA  
FROM: Faculty Affairs Committee, Barbara A. Biesecker (chair)  
DATE: January 21, 2019  
RE: Recommendations on the Reconfiguration of FAC

On Thursday, January 17, members of the FAC convened to formalize its recommendation on the reconfiguration of FAC. With a quorum present, the committee unanimously recommended the following:

1. Basic Composition: We recommend FAC be composed of 18 tenured members **and** 6 non-tenured or non-tenure track members for a total of 24 members. The rationale: Non-tenured or non-tenure track membership is 25% of entire FAC or 46% of minimum for quorum for FAC.

A. Tenured: One representative is to come from every college with the exception of two representatives coming from the Franklin College of Arts and Sciences. This is a reduction in representation from the colleges of Agriculture, Education, and Franklin.

B. Non-Tenured or non-tenure track: One representative of each type of non-tenure track position (excepting Admin A and Staff physicians, since these positions do not have promotion criteria). No more than two representatives can come from any single college.

Research scientist

Public service

Librarian

Lecturer

Clinical track

Academic professional

2. Eligibility: We recommend restricting membership on FAC to faculty with more senior status; hence, tenure or, for non-tenure track faculty, a minimum of five years of service at UGA. This status may reflect “investment” in the university but also aims to protect junior faculty (both their time and exposure to involvement in controversial decisions).

3. Structure: We recommend the following structure for FAC.

A. Committee of the Whole: All tenured and Non-Tenure Track representatives (24)

B. Tenured Faculty Subcommittee (18)

C. The chair of FAC must be a tenured member of the faculty, and the chair of FAC also serves as chair of the Tenured Faculty Subcommittee.

The tenured subcommittee convenes separately only to address all issues specific to “The University of Georgia Guidelines for Appointment, Promotion and Tenure for Tenure Track (Assistant Professors, Associate Professors, Professors) including but not limited to appointment, promotion, and tenure as well as post-tenure review and evaluations of tenure track and tenured faculty activities and programs. The subcommittee will report to the FAC Committee of the Whole. The Committee of the Whole will discuss and vote on matters needing to move forward to EC and UC. The Committee of the Whole can recommend items be returned to the subcommittee for revision. (Note: Because Instructors and Clinical Faculty have appt and, especially, promotion procedures similar to tenure track faculty, we recommend review of all revisions to the Guideline’s by the Committee of the Whole.

The FAC chair may delegate additional items or matter to the Tenured Faculty Subcommittee. (Note: We discussed the possibility of a separate non-tenure track subcommittee but thought it most prudent to simply allow it to evolve organically if needs emerge, such as establishment of ad hoc to do preliminary work on proposals.) The Committee of the whole votes on all non-tenure track matters.

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The University Council, as authorized in Article V of the Statutes of The University of Georgia, shall establish policies and enact such rules and regulations as it deems appropriate to provide for the interests and welfare of The University of Georgia and its academic community.

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# Part I - Standing Committees: Membership, Functions, and Duties

## I. University Council Executive Committee

The agenda and other pertinent materials shall be distributed electronically to each Council member and posted on the Council web site at least ten days prior to any Council meeting. An e-mail notice containing the link to the agenda will be sent to Faculty, Staff, and Student listservs.

### A. Membership

**Faculty:** One voting member of the University Council Executive Committee shall be elected from the faculty of each School or College, except for the College of Agricultural and Environmental Sciences (which shall have two members), the Franklin College of Arts and Sciences (which shall have four members), and the College of Education (which shall have two members). Faculty on the Executive Committee shall be elected from and by the University Council faculty representatives of their respective Schools or Colleges and shall serve three-year terms, even if their term of membership on the University Council expires prior to their term of service on this committee.

**Students:** The president of the Student Government Association and the president of the Graduate Student Association shall serve as voting members.

**Staff:** The President of the UGA Staff Council shall serve as a voting member.

**Administration:** The Senior Vice President for Academic Affairs and Provost, and the Secretary of the Council shall serve as voting members.

**Executive Committee Chair:** The Chair of the Executive Committee shall be the immediate past Chair-Elect of the Executive Committee. Each year the Executive Committee shall choose a new Chair-Elect from among the elected faculty members of the Committee who have at least one year of previous service on the Executive Committee (which could be from a previous term) and at least two years remaining on their committee term. The Chair shall serve as Grand Marshal of the University, shall represent the faculty of the University on the University System of Georgia Faculty Council and the Southeastern Conference Academic Consortium Faculty Senate Leaders, and shall be an ex-officio member of the Board of Directors of the Alumni Association and an ex-officio voting trustee of the University of Georgia Foundation. With the advice of the members of the Executive Committee, the Chair shall constitute and charge any ad hoc committees approved by the Council.

### B. Duties

1. To consider and recommend to the University Council educational policies within the powers of the Council under Article V, Section 2 of the Statutes of The University of Georgia.
2. To consider and report to the University Council on any issue affecting the general welfare of the University or that concerns one or more schools or colleges when such issues have been presented to the Executive Committee either by a member of the Council, of the University faculty, or by an elected faculty senate or forum of any one of the schools or colleges, and when such issues fall within the powers of the University Council as defined by Article V, Section 2 of the Statutes of The University of Georgia.
3. To fill unexpired terms on any standing committees of the Council. When filling a committee vacancy formerly occupied by an elected representative of a particular school or college, the Executive Committee shall seek the recommendation of that school or college concerning a suitable replacement.

4. To confirm the members of the Program Review and Assessment Committee in accordance with the University's Program Review Policy.
5. Appoint members to the Columns Forum Committee and a faculty representative to the UGA Retiree Association.
6. To recommend for the Council's approval such ad hoc committees as it deems necessary.
7. To receive and prepare agenda items for the Council, in any of the following ways:
  - a. Items received from the President will be placed on the agenda.
  - b. Items received from any of the standing or ad hoc committees of the Council, including the Executive Committee, will be placed on the agenda unless the Committee decides, by a two-thirds majority vote, to refer the item back to committee.
  - c. Items received from the faculty of any of the schools or colleges of the University or from the duly constituted representative body of any school or college.
  - d. Items received from the Staff Council.
  - e. Items received from the official governing organization of the student body.
  - f. Items from any person or group not provided for above. The Executive Committee, by majority vote, will refer items received under this section and c, d, and e, above, to the appropriate standing committee, unless unusual or urgent circumstances merit prompt presentation to the Council.
  - g. Items presented to the Committee endorsed by the signatures of fifty or more faculty members will appear on the agenda.
  - h. Items approved by two-thirds vote of the University Council may be placed on the agenda of the Council.
8. To act, in matters of particular urgency, on behalf of the full Council, as authorized under Article V, Section 2 (f) of the Statutes of the University of Georgia. Actions taken in this manner shall be reported to the Council at its next meeting and confirmed or revoked by a majority vote.
9. To oversee the activities of the Council and to ensure that it implement and observe faithfully the provisions of these bylaws.

## II. Committee on Facilities

### A. Membership

**Faculty:** One voting member of the Committee on Facilities shall be elected from the faculty of each School or College. In addition to these faculty members, the Committee shall include six voting members elected from and by the elected faculty members of the University Council. Faculty elected from the Schools and Colleges shall serve three-year terms. Faculty elected from the Council shall also serve three-year terms, even if their term of membership on the University Council expires prior to their term of service on this committee.

**Students:** Two undergraduate students and one graduate/professional student shall be elected as Committee members from and by the student members of the University Council. These students shall serve a one-year term as voting members.

**Staff:** One staff member, elected by the Staff Council, shall serve a three-year term as a voting member.

**Administration:** The Associate Vice President for Physical Plant, the Chief of the UGA Police Department, the Director of University Architects for Facilities Planning, the Director of Institutional Research, the Senior Vice President for Academic Affairs and Provost, the Vice President for Instruction, and the Vice President for Student Affairs shall serve as voting members.

**Committee on Facilities Chair:** The Chair of the Committee on Facilities shall be elected each year from among the faculty and staff members elected from the University Council and Staff Council, respectively.

### B. Duties



1. To review and evaluate policies concerning campus planning, the use of University land and facilities, and campus safety and to recommend necessary changes to the Council, the President, and appropriate offices.

### III. Committee on Intercollegiate Athletics

#### A. Membership

**Faculty:** Nine voting members shall be on the Committee on Intercollegiate Athletics. Of these nine members, one shall be the University Council representative to the UGA Athletic Association Board of Directors serving on the Executive Committee of the Board, and one shall be the Faculty Athletics Representative appointed by the President. Seven members shall be elected from and by the elected faculty members of the University Council and shall serve three-year terms, even if their term of membership on the University Council expires prior to their term of service on this committee.

**Students:** One undergraduate student and one graduate/professional student shall be elected as Committee members from and by the student members of the University Council. In addition, the President of the Student-Athlete Advisory Council shall serve on the Committee. The elected students shall serve a one-year term as voting members.

**Administration:** The Athletic Director, or an appointed representative, shall be a non-voting member.

**Committee on Intercollegiate Athletics Chair:** The Chair of the Committee on Intercollegiate Athletics shall be elected each year from among the faculty members with academic rank on the Committee. However, the Faculty Athletics Representative appointed by the President is not eligible to serve as Chair.

#### B. Duties

1. To meet with the Athletic Director of the University of Georgia Athletic Association to review the Athletic Association policies and plans pertinent to the University program of student involvement in intercollegiate athletics.
2. To meet with the Associate Athletic Director for Student Services and the Compliance Coordinator of the University of Georgia Athletic Association to review admission and transfer criteria for student athletes and the University of Georgia's compliance with NCAA rules and regulations. The Committee will report to Council on the academic progress of student-athletes at least once a semester.
3. To provide an annual written review of the Academic Support Group of the Athletic Association, mandated by the NCAA. The review will consist of the results of interviews with academic counselors, student-athletes, and an evaluation of the facilities and policies of the Academic Support Unit.
4. To formulate and recommend to the Council and the Athletic Association any changes in the present University program of intercollegiate athletics.

### IV. Committee on Statutes, Bylaws, and Committees

#### A. Membership

**Faculty:** Of the five voting members on the Committee on Statutes, Bylaws, and Committees, four shall be elected from and by the elected faculty members of the University Council. The fifth member shall be the immediate past Chair of the Executive Committee, and this member shall serve a one-year term. The other members shall serve three-year terms, even if their term of membership on the University Council expires prior to their term of service on this committee.

**Committee on Statutes, Bylaws, and Committees Chair:** The Chair of the Committee on Statutes, Bylaws, and Committees shall be elected each year from among the faculty members with academic rank on the Committee.

#### B. Duties

1. To review, at least annually, the Statutes of the University and the Bylaws of the University Council for possible changes in intent and wording. Changes will be recommended to the Executive Committee for appropriate action by the Council.
2. To receive and consider suggestions for changes in the Statutes and Bylaws that may be made by the Executive Committee, any of the other standing committees, or any member of the Council. Changes will be forwarded to the Executive Committee for appropriate action.
3. To provide oversight to the Secretary of the Council in providing for elections to standing committees.

## V. Committee on Student Life

### A. Membership

**Faculty:** Nine voting members of the Committee on Student Life shall be elected from and by the elected faculty members of the University Council. Among these nine members, at least one and not more than two, must come from the Franklin College of Arts and Sciences and no more than one may come from any other School or College. Faculty shall serve three-year terms, even if their term of membership on the University Council expires prior to their term of service on this committee.

**Students:** Six students, at least one of whom must be a graduate/professional student, shall be elected from and by the student members of the University Council. These students shall serve a one-year term as voting members.

**Staff:** Two staff members, elected by the Staff Council, shall serve three-year terms as voting members.

**Administration:** The Vice President for Student Affairs shall serve as a voting member.

**Committee on Student Life Chair:** The Chair of the Committee on Student Life shall be elected each year from among the faculty members with academic rank on the Committee.

### B. Duties

1. To recommend to the Council rules and regulations affecting student life, activities, and behavior.
2. To investigate and report on any student issue which the Council may wish the Committee to consider or which the Committee itself believes worthy of consideration.
3. To have members provide advice, as needed, to the Student Affairs Departments on non-academic student petitions.
4. To advise the Division of Students Affairs, especially on long-range planning, and advocate on behalf of the Division.

## VI. Curriculum Committee

### A. Membership

**Faculty:** One voting member of the Curriculum Committee shall be elected from the faculty of each School or College, except for the Franklin College of Arts and Sciences, which shall have two faculty members, one representing the Sciences and the other the Arts and Humanities. Faculty must hold the terminal degree for their discipline. Faculty may be elected from within or outside the University Council and shall serve three-year terms.

**Students:** One undergraduate and one graduate/professional student shall be elected as Committee members by the student members of the University Council. The student members of the Curriculum Committee may be elected from within or outside the University Council. They shall serve a one-year term as voting members.

**Administration:** The Senior Vice President for Academic Affairs and Provost, or an appointed representative, shall be a non-voting member.

**Curriculum Committee Chair:** The Chair of the Curriculum Committee shall be elected at the last meeting of each year from among the faculty members with academic rank on the Committee by those with voting privileges. The

Chair of the Curriculum Committee shall vote on committee matters only in the case of a tie. Upon election of the Chair, a replacement faculty representative shall be elected from the Chair's School or College.

B. Duties

1. To review all changes in course offerings, although the primary responsibility for initiating the modification, addition, and deletion of courses shall reside with the various schools and colleges.
2. To review recommendations from the various schools and colleges regarding the establishment, major modification, including the change of the name of a course, section, division or department, or discontinuance of any degree program and to recommend action to the University Council.
3. To advise the Council and the President on the establishment or discontinuance of schools or colleges in the University.
4. To consider and recommend to the Council action on other curricula matters which may affect the University as a whole or relations between two or more schools or colleges.

## VII. Educational Affairs Committee

A. Membership

**Faculty:** Faculty shall serve three-year terms, even if their term of office on the University Council expires prior to their term of service on this committee.

**Students:** One undergraduate student and one graduate/professional student shall be elected as Committee members from and by the student members of the University Council. These students shall serve a one-year term as voting members.

**Administration:** The Senior Vice President for Academic Affairs and Provost, or an appointed representative, shall be a voting member.

**Educational Affairs Committee Chair:** The Chair of the Educational Affairs Committee shall be elected at the last meeting of each year from among the faculty members on the Committee.

**Faculty with academic rank:** Eleven voting members shall be elected from and by the elected faculty members with academic rank on the University Council. The distribution of representation among the schools and colleges shall be reexamined every three years, taking into consideration the proportion of undergraduate enrollment. Currently, the representation shall be as follows:

- I. Franklin College of Arts and Sciences - 3 members
- II. Terry College of Business - 1 member
- III. College of Education - 1 member
- IV. College of Family and Consumer Sciences - 1 member
- V. Grady College of Journalism and Mass Communication - 1 member
- VI. School of Public and International Affairs - 1 member
  - o College of Agricultural and Environmental Sciences and Warnell School of Forestry and Natural Resources - 1 member
- VII. College of Environment and Design, College of Public Health, School of Social Work, and Odum School of Ecology - 1 member
- VIII. College of Pharmacy, College of Veterinary Medicine, School of Law, and College of Engineering - 1 member

Duties

1. To consider and recommend to the Council educational policies dealing with registration procedures, class times and periods, academic advising, and the like.

2. To consider and recommend to the Vice President for Instruction, by conclusion of the Fall semester, an academic calendar formed in part with the input of the University Council.
3. To hear academic student petitions, including grade appeals.
4. To hear from the Division of Academic Enhancement Student Issues Committee.

## VIII. Faculty Admissions Committee

### Membership

**Faculty with academic rank:** One voting member of the Faculty Admissions Committee shall be elected from the faculty with academic rank of each School or College which enrolls undergraduate students, except for the Franklin College of Arts and Sciences, which shall have three members. Faculty may be elected from within or outside the University Council and shall serve three-year terms.

**Students:** One student shall be elected as a Committee member from and by the student members of the University Council. This student shall serve a one-year term as a voting member.

**Administration:** The Senior Vice President for Academic Affairs and Provost, the Vice President for Instruction, the Vice President for Student Affairs, the Director of Undergraduate Admissions, the Director of the Honors Program, the Director of Institutional Research, and one representative each from Counseling and Psychological Services, University Testing Services, and the Academic Enhancement program shall serve as non-voting members.

**Faculty Admissions Committee Chair:** The Chair of the Faculty Admissions Committee shall be elected each year from among the elected faculty members on the Committee by those with voting privileges.

### Duties

1. To establish policies for undergraduate admissions, with the advice and consent of the President.
2. To provide recommendations concerning the admission to the University of any student not meeting minimum admission requirements, and in the case of approval to justify each such admission in writing to the Executive Committee.
3. With the assistance of a committee of Academic Enhancement faculty, to monitor and enforce policies and procedures for the admission of students to Developmental Studies, a component of Academic Enhancement. Authority for admissions to Developmental Studies shall rest with the Faculty Admissions Committee.
4. To monitor policies and procedures by which students exit Developmental Studies and gain admission to standard University programs.
5. To require the President to inform in writing the Faculty Admissions Committee and the Executive Committee the reasons for not accepting a recommendation from the Faculty Admissions Committee.

## IX. Faculty Affairs Committee.

### Membership

Faculty: One voting member of the Faculty Affairs Committee shall be elected from tenured faculty of each School or College, except for the Franklin College of Arts which shall have two tenured faculty members, one representing the Sciences and the other the Arts and Humanities. These faculty will also serve as the membership of a Faculty Affairs Tenured subcommittee. These members will be joined by six faculty with non-tenure track appointments to comprise the entirety of the Faculty Affairs Committee. Tenured faculty who represent Schools and Colleges shall be elected from and by the elected faculty members of the University Council representing those Schools and Colleges and shall serve three-year terms, even if their term of membership on the University Council expires prior to their term of service on this committee.

Non-tenure track appointments will be spread equally over the following faculty ranks: Research Scientists, Public Service Faculty, Librarians, Lecturers, Clinical Faculty, and Academic Professionals. Non-tenure track faculty shall be elected from the members of University Council that have a minimum of five years of residency at the university in a full-time status by full-time non-tenure track faculty of the same faculty rank at the university. No more than two non-tenure track representatives can originate from any single college. Non-tenure track faculty members elected to this committee shall serve three-year terms, even if their term of membership on the University Council expires prior to their term of service on this committee.

**Faculty Affairs Committee Chair:** The Chair of the Faculty Affairs Committee shall be elected each year from among the tenured members on the Committee. The Chair will also serve as the role of Chair for the Faculty Affairs Tenure subcommittee. The FAC chair may delegate additional items or matter to the Tenured Faculty Subcommittee.

#### Duties

1. To review and recommend policies on matters of faculty concern related to faculty productivity and evaluation, including but not limited to activities and programs, appointment, promotion and tenure, post tenure review and academic freedom.

## X. Faculty Grievance Committee

#### Membership

**Faculty with academic rank:** The seven voting members on the Faculty Grievance Committee shall be elected by the elected faculty members of the University Council. No more than two members shall be from any one School or College. Faculty may be elected from within or outside the University Council and shall serve three-year terms.

**Faculty Grievance Committee Chair:** The Chair of the Faculty Grievance Committee shall be elected each year from among the members on the Committee.

#### Duties

5. To receive and evaluate requests for grievance resolution and to decide how to act on those requests.
6. To conduct inquiries into faculty grievances and to attempt the resolution of these grievances in consultation with the parties involved, and to issue reports and recommendations to the President regarding the grievances it has considered.
7. To consider appeals of cases heard by grievance committees in the schools and colleges and to issue reports and recommendations to the President regarding the grievance appeals it has heard. In most instances, individuals must first seek resolution of their grievances through grievance procedures available in the schools or colleges, when those procedures are available, before seeking resolution in the Committee.
8. To establish, maintain, and publish procedures by which the above duties are conducted. The procedures are available at the University Council website.

#### Excluded Matters

The following matters are not grievable to the committee:

1. Matters covered under the UGA Non-Discrimination and Anti-Harassment Policy (NDAH). Individuals with potential claims under the NDAH Policy should contact the EOO or a University Ombudsperson.
2. Matters (like NDAH matters) that are assigned by University or Board of Regents rules, policies or procedures to other entities.

3. Pursuant to the Board of Regents policy, a grievance also will not be available to dispute:

- promotion and tenure decisions
- performance evaluations
- hiring decisions
- classification appeals
- challenges to grades or assessments
- challenges to salary decisions
- challenges to transfers or reassignments
- termination or layoff because of lack of work or elimination of position
- investigations or decisions reached under the Institution's Harassment Policy
- normal supervisory counseling

## XI. Faculty Post-Tenure Review Appeals Committee

### Membership

**Faculty with academic rank:** The Faculty Post-Tenure Review Appeals Committee shall include seven voting members elected by the elected faculty members of the University Council. No more than two members shall be from any one School or College. At the time of their appointment, committee members must hold the rank of Professor with tenure. Faculty may be elected from within or outside the University Council and shall serve three-year terms.

**Faculty Post-Tenure Review Appeals Committee Chair:** The Chair of the Faculty Post-Tenure Review Appeals Committee shall be elected each year from among the members on the Committee.

### Duties

1. To hear appeals from a post-tenure review in which the faculty member has received an evaluation of "unsatisfactory" by the post-tenure review unit.
2. To prepare and annually review procedures for handling of appeals.
3. To ensure compliance with the Policy for Review of Tenured Faculty.

## XII. Faculty/Staff Parking Appeals Committee

### Membership

**Faculty:** Two voting members of the Faculty/Staff Parking Appeals Committee shall be appointed by the University Council Executive Committee. Faculty may be appointed from within or outside the University Council and shall serve two-year terms, beginning in the month of September.

**Staff:** Two staff members, elected by the Staff Council, shall serve as voting members of the Faculty/Staff Parking Appeals Committee. The staff members of the Faculty/Staff Parking Appeals Committee shall serve two-year terms, beginning in the month of August.

**Administration:** One representative from Parking Services shall serve as a non-voting member of the Faculty/Staff Parking Appeals Committee.

**Faculty/Staff Parking Appeals Committee Chair:** The Chair of the Faculty/Staff Parking Appeals Committee shall be elected each year from among the faculty and staff members on the Committee by those with voting privileges.

### Duties

1. To consider all appeals from faculty and staff concerning parking tickets and fines at The University of Georgia. Tie votes by the committee shall be regarded as a denial of appeal. The President of the University

has delegated authority to this committee to make final institutional decisions on faculty and staff traffic and parking appeals.

### XIII. Human Resources Committee

#### Membership

**Faculty:** One voting member of the Human Resources Committee shall be elected from the faculty of each School or College, except for the College of Agricultural and Environmental Sciences (which shall have two members), the Franklin College of Arts and Sciences (which shall have four members), and the College of Education (which shall have two members). Faculty who represent Schools and Colleges shall be elected from and by the elected faculty members of the University Council representing those Schools and Colleges and shall serve three-year terms, even if their term of membership on the University Council expires prior to their term of service on this committee.

**Faculty elected under Part V, III, D:** Those elected under Part V, III, D shall elect one voting member from among themselves. This member shall serve a three-year term, even if this member’s term on the University Council expires prior to the term of service on this committee.

**Staff:** Three staff members, elected by the Staff Council, shall serve three-year terms as voting members.

**Postdoctoral Appointee:** One postdoctoral appointee, elected by the Postdoctoral Association, shall serve a one-year term as a voting member.

**Administration:** The Associate Vice President for Human Resources shall serve as a voting member.

**Human Resources Committee Chair:** The Chair of the Human Resources Committee shall be elected each year from among the faculty and staff members on the Committee.

#### Duties

1. To review and recommend policies related to faculty and staff benefits, including but not limited to leave programs, retirement programs, health and life insurance programs, emeritus faculty benefits, and other human resource matters.
2. To review and recommend policies related to gender and equity issues.

### XIV. Program Review and Assessment Committee

#### Membership

The Program Review and Assessment Committee will consist of 30 UGA senior faculty confirmed by the University Council Executive Committee to serve two-year terms running from August 1 through July 31. The composition of the committee should be proportional to the number of degree programs, review units, and senior faculty in each school or college. The following distribution of faculty on the Program Review and Assessment Committee takes these values into account:

#Faculty on PRAC	School, College, Administrative Division
4	College of Agricultural and Environmental Sciences
10	The Franklin College of Arts and Sciences

3	College of Education
2	Terry College of Business
2	College of Veterinary Medicine
1	College of Family and Consumer Sciences
2*	College of Public Health
	School of Public and International Affairs
	Grady College of Journalism and Mass Communication
1**	School of Social Work
	College of Engineering
1**	College of Pharmacy
	School of Law
1**	Warnell School of Forestry and Natural Resources
	College of Environment and Design
2	Public Service Faculty
1	Odum School of Ecology
	Affiliate of a Center or Institute ( may be from any College or School or fully funded through Institute)

\*To be selected in such a way that each member from the group is from a different School or College and that no School or College will be unrepresented on the committee for more than one two-year term.

\*\*To be selected in rotation so that neither School nor College will be unrepresented on the committee for more than one two-year term

All members of the Program Review and Assessment Committee should be senior faculty (i.e. at the rank of Associate Professor, Professor, Public Service Associate, Senior Public Service Associate, Associate Research Scientist, Senior Research Scientist, Clinical Associate Professor, Clinical Professor, or Senior Academic Professional). At least 15 members should be on the Graduate Faculty. The members should be appointed in such a way that 15 rotate off each year. Members are not required also to be members of the University Council. No members should be appointed for more than two consecutive terms without first rotating off the committee for a two-year term.

Program Review and Assessment Committee Chair: A chair from the returning members and chair-elect from the



new members will be elected at the beginning of each academic year with the expectation that the chair-elect will accept a nomination for Chair in the second year of appointment.

#### Duties

1. To oversee all matter directly related to the substantive elements of academic program reviews, including establishment of review criteria and guidelines, oversight of review teams, and considering, approving, and forwarding the review team reports and recommendations.
2. To participate in program reviews as members of program review teams.
3. To oversee policies and procedures related to student learning outcomes assessment of undergraduate and graduate academic programs.
4. To evaluate student learning outcomes assessment plans and reports and provide feedback to programs on assessment practice.

## XV. Strategic Planning Committee

#### Membership

**Faculty:** Seven voting members of the Strategic Planning Committee shall be elected by the elected faculty members of the University Council. No more than two members shall be from any one School or College. Faculty may be elected from within or outside the University Council and shall serve three-year terms.

**Students:** One undergraduate student and one graduate/professional student shall be elected as Committee members by the student members of the University Council. These students may be elected from within or outside the University Council. They shall serve a one-year term as voting members.

**Staff:** One staff member, elected by the Staff Council, shall serve a three-year term as a voting member.

**Administration:** The Vice Provost for Academic Affairs shall be a voting member.

**Strategic Planning Committee Chair:** The Chair of the Strategic Planning Committee shall be elected each year from among the faculty members with academic rank on the Committee.

#### Duties

1. To advise and consult with the President and the faculty in the establishment, monitoring and revision of the Strategic Plan of the University.
2. To advise and consult with the Senior Vice President for Finance and Administration, the Senior Vice President for Academic Affairs and Provost, and the faculty about the status of the current university budget, the outlook for the university's budget for the upcoming year, and the extent to which budgetary changes promote the university's strategic goals.
3. To forward recommendations to the University Council concerning any Strategic Plan offered by the President.

## XVI. University Libraries Committee

#### Membership

**Faculty:** One voting member of the University Libraries Committee shall be elected from the faculty of each School or College. Faculty may be elected from within or outside the University Council and shall serve three-year terms.

**Students:** One undergraduate student and one graduate/professional student shall be elected as Committee members from and by the student members of the University Council. These students shall serve a one-year term as voting members.

**Staff:** One staff member, elected by the Staff Council, shall serve a three-year term as a voting member.

**Postdoctoral Appointee:** One postdoctoral appointee, elected by the Postdoctoral Association, shall serve a one-year term as a voting member.

**Administration:** The Director of Libraries shall be a voting member.

**University Libraries Committee Chair:** The Chair of the University Libraries Committee shall be elected each year from among the faculty members with academic rank on the Committee.

Duties

1. To consider and recommend to the Council, the Director of Libraries, and the Senior Vice President for Academic Affairs and Provost general policies for the development and utilization of the University Libraries.

## XVII. University Promotion and Tenure Appeals Committee

Membership

**Faculty with academic rank:** One voting member of the University Promotion and Tenure Appeals Committee shall be elected by the tenured faculty of each School or College. Faculty elected shall be tenured and hold the rank of Professor. Faculty shall serve three-year terms. While serving on this committee, faculty cannot serve on other promotion and tenure committees at the School, College, or University levels.

**Administration:** The Senior Vice President for Academic Affairs and Provost shall serve as a non-voting member of the University Promotion and Tenure Appeals Committee.

**University Promotion and Tenure Appeals Committee Chair:** The Chair of the University Promotion and Tenure Appeals Committee shall be the Senior Vice President for Academic Affairs and Provost.

Duties

1. To conduct all their deliberations in confidence; they may not discuss an appeal with anyone who is not a member of the committee. An exception to this confidentiality relates to discussions with staff assisting the committee.
2. To review the dossiers that are required to come before the committee and advise the Senior Vice President for Academic Affairs and Provost in accordance with the University's Guidelines for Appointment, Promotion and Tenure.

## Part II - Basic Charge to Standing Committees

- I. Each Committee shall review established policies and their administration and shall offer such recommendations as it deems necessary.
- II. Unless these Bylaws provide otherwise, the individual who served as Chair in the previous year shall convene the initial meeting within the first three weeks of the Fall Semester. Each standing committee shall meet at least once each semester during the regular year, except for the Faculty Grievance Committee which shall meet on an as needed basis. Electronic meetings are acceptable as the initial meeting for electing a new chair, but Committees should still meet face-to-face once each semester in normal circumstances.
- III. Reports providing information and results of investigations shall be submitted to the Executive Committee for inclusion on the agenda. Each Committee will specifically report on the disposition of all items referred to it.
- IV. Recommendations to the Council shall be submitted to the Executive Committee for inclusion on the agenda.
- V. Minutes of each committee meeting shall be furnished to the Secretary of the Council who shall make them available to the University community electronically.
- VI. Committee meeting times shall be posted by the committee chair on the University's master calendar.

# Part III - Appointments by the Council to Other Positions

- I. The Council shall elect faculty members to the Board of Directors of the Georgia Athletic Association in accordance with the Statutes of the Georgia Athletic Association. These faculty must be members of the University Council at the time of their election.
- II. The Council shall elect faculty members to the Board of Directors of The University of Georgia Research Foundation in accordance with the Articles of Incorporation and Bylaws of the UGARF.

## Part IV - Faculty Conference

The Faculty Conference shall provide a forum for the discussion of issues of concern to the faculty. It is composed of all University Council faculty members who are elected and those who are appointed by the Executive Committee. It shall elect a chair and a secretary. Meetings shall be called by the chair or upon petition of ten members of the Conference. Based upon its deliberations, the Conference may refer items or suitable actions to the Executive Committee or other committees of the Council.

## Part V - General Procedures

### I. Eligibility of Faculty for Election to the University Council and Standing Committees

- A. Any member of the faculty is eligible for election to the University Council. Where specified, membership on certain committees is limited to faculty with academic rank.

### II. Term of Office

- A. The term of regularly elected members of the Council shall commence July 1 following election and continue until June 30 three years later.

### III. Election and Appointment Procedures

- A. Election of Council members by each School or College shall occur by February 15. The Secretary of the Council will notify the Deans of the upcoming Council election. The Deans will notify the faculty giving ten days notice.
- B. Ex officio members of the Council shall consist of the President of the University, who shall be the chair and presiding officer of the Council; no more than seven Senior Vice Presidents and Presidents; the Deans of the schools and colleges; the Associate Provost and University Librarian; the Registrar, who shall be the Secretary of the Council; the President and Vice President of Student Government Association; the President of the Graduate Student Association; the President of the UGA Staff Council; the President of the UGA Postdoctoral Association; and the President of the UGA Alumni Association. Elected faculty, staff and students shall constitute the remainder of the Council.
- C. One faculty member shall be elected by the faculties of each of the several schools and colleges. Faculty members shall vote in the school or college in which they are a member. A number of additional members shall be elected

by the faculties of each of the schools and colleges, one for each twenty full-time faculty members, other than county extension personnel, rounded to the nearest multiple of 20. Multiples of 10 that are not multiples of 20 shall be rounded down. The Senior Vice President for Academic Affairs and Provost shall annually determine under this formula the number of extra members.

- D. In addition, the Senior Vice President for Academic Affairs and Provost, and the Vice Presidents for Instruction, Student Affairs, Research, and Public Service and Outreach shall each have two Council members elected from and by faculty from the corps of instruction who do not hold academic rank (e.g., public service personnel, research associates, librarians, etc.). A number of additional members shall be elected by the faculties of each Administrative Unit, one for each twenty faculty members rounded to the nearest multiple of 20 (multiples of 10 that are not multiples of 20 shall be rounded down).
- E. The Executive Committee may also appoint to the Council a maximum of six additional members to staggered three-year terms on the basis of race, gender, or ethnic origin.
- F. Students shall be elected to the University Council, apportioned as follows: one from each of the schools and colleges, except for Arts and Sciences (which shall have six) and the Graduate School (which shall have two). Students elected by the schools/colleges may be graduate or undergraduate status with the exception of Graduate School representatives who must be graduate status. Students of sophomore status or above, in good academic standing, may stand for election to the Council for a one-year term and may stand for election to one additional term only. Each spring the Vice President for Student Affairs shall poll the schools and colleges to determine whether they wish to conduct the election of student Council members. Schools or colleges which wish to conduct their own elections shall file an election plan with the Student Affairs Committee of the Council. Other schools or colleges will have the Vice President for Student Affairs conduct elections for them, according to a plan approved by the Committee on Student Affairs and the Executive Committee of the Council. The Vice President for Student Affairs may, with the approval of the Executive Committee and the Committee on Student Affairs, transfer in whole or in part the responsibility for conducting elections of student Council members to the Student Government Association. Elections will be conducted in the spring of each year prior to the August in which student terms on the Council begin.
- G. The Staff Council shall have nine representatives on the University Council. One of these, the Staff Council President, will be an ex officio voting member of the University Council, and the remaining eight shall be elected by the Staff Council. These staff elected to the University Council will serve three-year terms.
- H. The Secretary of the University Council shall monitor the membership of the standing committees for vacancies which occur as the terms of current committee members expire. Each spring semester, with the oversight of the Committee on Statutes, Bylaws, and Committees, the Secretary shall solicit nominations for these vacancies, prepare ballots, and provide for an election. There shall be a one-week period between the sending of the ballots and the deadline for receiving them. Results will be announced by the end of April. No committee member shall be allowed to represent more than one school or college.
- I. Student members on committees shall be elected from and by the student members of the Council, at a meeting convened at the beginning of the fall semester by the Vice President for Student Affairs.
- J. In the event that any election results in a tie, an electronic run-off election shall be conducted no later than one week after notification of the tie, and there shall be a one-week period between sending of the ballots and the deadline for receiving them. Results will be announced within one week of the deadline for receiving the ballots.

## **IV. Meetings**

- A. Regular meetings: The University Council will schedule at least three meetings each semester of the regular academic year. The presiding officer will set the time and place of meetings.
- B. Meeting times: Regular meetings will normally be held during the normal academic year when all schools and colleges are in session.

- C. Special meetings: Special meetings shall be called in any of the following ways: 1. By the presiding officer 2. By majority vote of the Executive Committee 3. By written petition, signed by twenty or more Council members, addressed to the presiding officer.
- D. Agenda: The agenda for each meeting along with pertinent information on items the Council will discuss shall normally be published on the Council web site and distributed electronically to the Council members at least ten days in advance of regularly scheduled meetings. An e-mail notice containing the link to the agenda will be sent to Faculty, Staff, and Student listservs. Items not on the announced agenda may be added by the Executive Committee prior to the meeting, or they may be added at the meeting by a two-thirds vote of members present and voting.
- E. Voting: Only those members present at a meeting shall vote. Substitute members may vote after registering with the secretary prior to the meeting. No person can represent more than one member at a meeting. Substitutes must be a member of the same group (student, staff, or faculty) as the Council member for whom they are substituting.
- F. Quorum: A simple majority of the voting members of the Council shall constitute a quorum. Motions may be passed by a majority of those present and voting. The Council may not conduct normal business if a quorum is called and found lacking.
- G. Visitors: Non-members shall be seated separately from the Council so as not to interfere with normal deliberations. All meetings shall be conducted in accordance with the Georgia Open Meetings Law. Non-members who wish to address the Council shall request permission to do so from the Executive Committee, prior to the meeting, or from the presiding officer during the meeting. Any Council member may move that a non-member be allowed to speak, though such motion must pass with a two-thirds vote.
- H. Minutes: Copies of the minutes of each meeting shall be sent electronically to all University Council members and placed on the Council web site. An e-mail notice with the appropriate link to the minutes will be sent to Faculty, Staff, and Student listservs.
- I. Order of Business: The order of business of regular meetings by the University Council shall be as follows:
  - 1. The presentation of the minutes of the last meeting of the Council, their corrections, if any, and their adoption.
  - 2. Report from the University President and discussion thereof.
  - 3. Report from the Chair of the Executive Committee and discussion thereof.
  - 4. Reports from other standing committees and discussion thereof.
  - 5. Reports from special committees and discussion thereof.
  - 6. Report from the Staff Council and discussion thereof.
  - 7. Report from the Student Government Association and discussion thereof.
  - 8. Action Items.
  - 9. Information Items/General Discussion.
  - 10. Old business.
  - 11. New business.
- J. Parliamentary Procedure: All questions of parliamentary procedure shall be governed by the latest edition of Robert's Rules of Order unless such Rules are inconsistent with these Bylaws.

## V. Amendments to the Bylaws

- A. The University Council shall have the power to amend its bylaws providing that such amendments be approved by a majority of the votes cast at two successive meetings of the Council.

## Approved:

- May 19, 1987
- May 18, 1988
- June 27, 1989
- October 26, 1989
- October 12, 1995
- May 7, 1996
- November 2, 1996
- May 7, 1997
- June 9, 1997
- September 27, 1998
- September 28, 2000
- November 29, 2001
- April 25, 2002
- December 5, 2002
- September 18, 2003
- December 2, 2003
- April 22, 2004
- October 21, 2004
- October 4, 2006
- April 24, 2007
- April 22, 2008
- April 23, 2009
- April 27, 2010
- April 21, 2011
- February 21, 2013
- April 23, 2014
- April 22, 2015
- February 17, 2016
- May 3, 2016
- April 25, 2018