

Proposal to Revise the Bylaws of the Faculty Post-Tenure Review Appeals Committee

NOTE: The current Bylaws of the Faculty Post-Tenure Review Appeals Committee are on p. 2 of this document. The current Bylaws with proposed revisions marked in red are on p. 3. The proposed revision of the Bylaws of the Faculty Post-Tenure Review Appeals Committee is on p. 4.

Rationale: The Bylaws of the Faculty Post-Tenure Review Appeals Committee should be updated given the October 13, 2021 University System of Georgia Board of Regents' revision to its policy on post-tenure review.

Four volunteers from the University Council's Faculty Post-Tenure Review Appeals Committee (Harsha Thippareddi, chair, and James Moore, member) and its Committee on Statutes, Bylaws, and Committees (Elizabeth St.Pierre, chair, and David Shipley, member) as well as Barbara Biesecker (chair, University Council Executive Committee and Leader of the Provost's Faculty Evaluation Policies and Practices Subgroup on Due Process) met and wrote the revision of the FPTRAC's Bylaws presented here. Each committees voted unanimously to approve this proposed revision of the FPTRAC Bylaws and forward it to Council's Executive Committee for its consideration.

This proposal does the following:

1. It expands the membership of the Committee to include representatives from every School and College. This composition mirrors the composition of the University Promotion and Tenure Review Appeals Committee.
2. It clarifies and expands the duties of the Committee.

CURRENT BYLAWS

Faculty Post-Tenure Review Appeals Committee

Description

The Faculty Post-Tenure Review Appeals Committee hears appeals from a post-tenure review in which the faculty member has received an evaluation of "unsatisfactory" by the post-tenure review unit; prepares and reviews procedures for handling appeals and ensures compliance with the Policy for Review of Tenured Faculty.

Bylaws

Faculty Post-Tenure Review Appeals Committee

A. 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.

B. 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.

CURRENT BYLAWS MARKED IN RED WITH REVISIONS

Description

The Faculty Post-Tenure Review Appeals Committee hears appeals from faculty members wishing to contest an ~~a post-tenure review in which the faculty member has received an evaluation of~~ unsatisfactory post-tenure review Performance Improvement Plan assessment, an unsuccessful ~~e~~Corrective ~~p~~Post-~~t~~Tenure ~~r~~Review, and/or the associated remediation plan; ~~the post-tenure review unit~~; prepares and reviews procedures for handling appeals; ~~protects academic due process and academic freedom~~; and ensures compliance with the University's Policy for Review of Tenured Faculty.

Bylaws

Faculty Post-Tenure Review Appeals Committee

A. 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. One voting member of the Committee shall be elected by the tenured faculty of each School and College. At the time of their appointment, committee members must hold the rank of Professor with tenure.~~ All committee members shall be tenured, hold the rank of Professor, and serve three-year terms. While serving on this Committee, faculty cannot serve on other post-tenure review committees at the school, college, or university level. ~~Faculty-Committee members~~ may be elected from within or outside the University Council.

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~~ of the Committee and shall be a voting member.

B. Duties

1. To hear appeals ~~in which the faculty member has received an evaluation of "unsatisfactory"~~ after an unfavorable post-tenure review assessing a faculty member's progress on a Performance Improvement Plan, an unsuccessful Corrective Post-Tenure Review, and/or the associated remediation plan. ~~by the post-tenure review unit~~
2. To prepare and annually review the Committee's Operating Policy and procedures for the handling of appeals, review the impact of post-tenure review with respect to academic freedom, and then to recommend appropriate changes to the University Council.
3. To ensure compliance with the University's Policy for Review of Tenured Faculty.
4. To conduct all deliberations in confidence. Other than discussions with staff members assisting the Committee, members of the Committee may not discuss an appeal with anyone who is not on the Committee.
5. To verify that information about the Committee and its Operating Policy on the Provost's website is current.

PROPOSED REVISION
Faculty Post-Tenure Review Appeals Committee Bylaws

Description

The Faculty Post-Tenure Review Appeals Committee hears appeals from faculty members wishing to contest an unsatisfactory post-tenure review Performance Improvement Plan assessment, an unsatisfactory Corrective Post-Tenure Review, and/or the associated remediation plan; prepares and reviews procedures for handling appeals; protects academic due process and academic freedom; and ensures compliance with the University's Policy for Review of Tenured Faculty.

Bylaws

Faculty Post-Tenure Review Appeals Committee

A. Membership

Faculty with academic rank: One voting member of the Committee shall be elected by the tenured faculty of each School and College. All committee members shall be tenured, hold the rank of Professor, and serve three-year terms. While serving on this Committee, faculty cannot serve on other post-tenure review committees at the school, college, or university level. Committee members may be elected from within or outside the University Council.

Faculty Post-Tenure Review Appeals Committee Chair: The Chair of the Committee shall be elected each year from among the members of the Committee and shall be a voting member.

B. Duties

1. To hear appeals after an unfavorable post-tenure review assessing a faculty member's progress on a Performance Improvement Plan, an unsuccessful Corrective Post-Tenure Review, and/or the associated remediation plan.
2. To prepare and annually review the Committee's Operating Policy and procedures for the handling of appeals, review the impact of post-tenure review with respect to academic freedom, and then to recommend appropriate changes to the University Council.
3. To ensure compliance with the University's Policy for Review of Tenured Faculty.
4. To conduct all deliberations in confidence. Other than discussions with staff members assisting the Committee, members of the Committee may not discuss an appeal with anyone who is not on the Committee.
5. To verify that information about the Committee and its Operating Policy on the Provost's website is current.