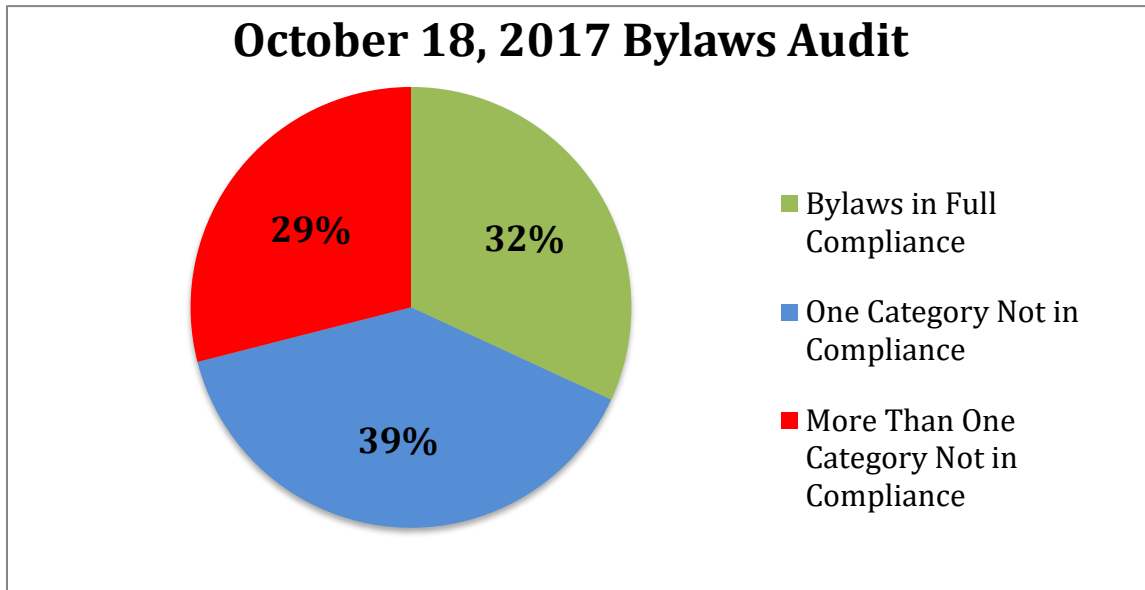
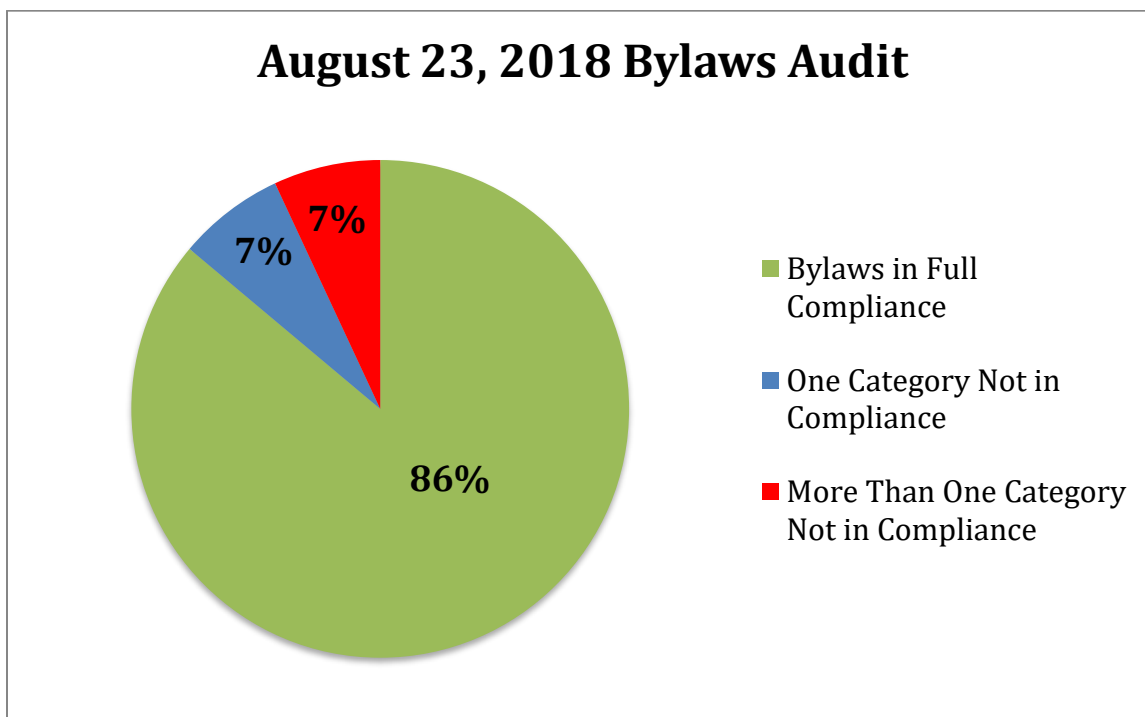


## Bylaws Audit Data Summary

Our first audit published on October 18, 2017 was as follows: 22 (32%) departments were in full compliance, 27 (39%) departments had one category not in compliance and 20 (29%) departments had with more than one category not in compliance.



Our last audit published on August 23, 2018 was as follows: 62 (86%) departments were in full compliance, 5 (7%) departments had one category not in compliance, and 5 (7%) departments had more than one category not in compliance.



## UTK-UTIA BYLAWS AUDIT

*Draft: August 23, 2018*

This document presents an audit of College and Department Bylaws at the University of Tennessee, Knoxville and UT Institute of Agriculture. The audit was conducted by Faculty Senate Graduate Research Assistant Brooke Killion [jkillio1@vols.utk.edu](mailto:jkillio1@vols.utk.edu) under the direction of Past Faculty Senate President Beauvais Lyons [blyons@utk.edu](mailto:blyons@utk.edu). Like the bylaws themselves, this is a working document, and we will update this audit as additional information is submitted for review.

Making sure bylaws are both consistent with the *Faculty Handbook* is of critical importance so that departments standards and processes are aligned with campus policies and criteria. Policies such as voting criteria and the composition of search committees are meant to affirm the principles of shared governance, while having discipline-specific criteria for rank is important to assessing faculty performance for annual reviews, tenure and promotion.

All college and Department bylaws are to be made available to faculty and to be linked to the Faculty Senate Bylaws Directory posted at: <http://senate.utk.edu/bylaws/>. This resource also can serve to give colleges and departments an opportunity to consider their bylaws in relation to other colleges and departments. A useful resource to ensure college and department bylaws are aligned with the *Faculty Handbook* is posted at: [http://web.utk.edu/%7Esenate/docs/2009-10/Handbook Guide to Bylaws Revision 20090831.pdf](http://web.utk.edu/%7Esenate/docs/2009-10/Handbook%20Guide%20to%20Bylaws%20Revision%2020090831.pdf)

### **This audit examined the following questions:**

- Is there a working link to the Faculty Senate Bylaws Directory?
- What is the date of last update? Bylaws should be dated, and include dates of all revisions.
- Do the bylaws include criteria for rank for Assistant Professor, Associate Professor and Full Professor?
- Do the bylaws define "Voting Faculty"?
- Do the bylaws address the appropriate representation on faculty search committees for new tenure-track faculty?
- Do the bylaws address the process for the appointment and review of non-tenure-track faculty?

### **To provide an overview, we have developed the following color-coding system:**

**GREEN:** the bylaws pass the audit.

**BLUE:** there is one portion to revise as noted.

**RED:** there are two or more portions to revise as noted.

In the comments section, there are some notes that are written in red. Those are errors within the bylaws that have to do with links not working or documents being referred to that Brooke could not locate. Those are additional things the departments/colleges should fix, so that any policies referenced in the bylaws should be included as part of appendix to their bylaws.

One area which may require attention is the definition of "faculty," as some bylaws do not provide a clear definition, often not distinguishing tenure stream faculty (*Faculty Handbook*, Chapter 3) from Non-Tenure Track Faculty (*Faculty Handbook*, Chapter 4). It would be useful for college and department bylaws to clarify criteria for rank for the three stages of the lecturer career ladder.

College/Dept.	Bylaws	Last Update	Criteria for Rank	Voting Faculty Defined	Composition of Faculty Search Committees	Appointment and Review of NTTF	Notes
<b>Herbert College of Agriculture</b>	<a href="#">link</a>	Nov.13, 2008	Yes. Appendix B Page 26	Yes. Article 2.1.5 Page 5	No. Does not specifically include faculty search committee but does define search committee for dean process (Page 6 Article 2.4.1)	Yes. Defers to UT Faculty Handbook and Manual for Faculty Evaluation (page 4 Article 1.1) and Promotion process (4.2.1) (Appendix A)	UTIA has this resource which can serve as an appendix linked to all unit bylaws: <a href="https://ag.tennessee.edu/Pages/for.ms.aspx#evaluation">https://ag.tennessee.edu/Pages/for.ms.aspx#evaluation</a>
<b>Agricultural and Resource Economics</b>	<a href="#">link</a>	Nov. 11, 2017	Yes. Appendix A provides evaluating guidelines/criteria based on rank (pages 13-20)	Yes. Article I.7 Page 3	Yes. Article III.1 Page 6	Yes. Article III.5 Page 7 (annual review) and Article IV Page 8 (appointment and evaluation)	
<b>Agricultural Leadership, Education, and Communications</b>	<a href="#">link</a>	Oct. 30, 2017	Yes. Article IV.2.2 Page 7	Yes. Article II.3 Page 1	Yes. Article IV.1.1 Page 6	Yes Article 5.1.1 (appointment) and Article 5.1.3 Page 9 (evaluation)	UTIA Guidelines for Annual Performance Review  <a href="#">UTIA Forms, Guidelines and References</a>
<b>Animal Science</b>	<a href="#">link</a>	Sept. 9, 2009	No. Does not provide department specific standards for rank	Yes. Article IV.2 Page 2	No. Search committees selection not included in Article VII on Page 4	Yes. Article IX on Page 6 and Addendum pages 8-9	*Updated bylaws will be voted on September 2018
<b>Biosystems Engineering and Soil Science</b>	<a href="#">link</a>	April 16, 2018	Yes Appendix B.VI Page 23	Yes. Article II.2.2 Page 2	Yes. Article III.1 Page 2	Yes. Article IV Pages 8-10	-NTTF is considered "Non-voting members"
<b>Entomology and Plant Pathology</b>	<a href="#">link</a>	Feb. 26, 2018	Yes. Article IV Page 5	Yes. Article VIII.5 Page 18	Yes. Article IV.1 Page 5	Yes. Article V Page 13	
<b>Food Science</b>	<a href="#">link</a>	Jan. 2018	Yes Appendix 2 Page 8	Yes Article II.3 Page 1	Yes. Article 3.1 Page 3	No. Article III.2 Page 4 and Article IV.2 Page 6 (Appointment)	
<b>Forestry, Wildlife, and Fisheries</b>	<a href="#">link</a>	Sept. 21, 2018	Yes. Article IV.2 Page 5	Yes. Article VIII.5 Page 16	Yes. Article IV.1 Page 4	Yes. Article V. Page 11	
<b>Plant Sciences</b>	<a href="#">link</a>	Jan. 20, 2018	Yes. Article V.1.2 Page 3	Yes. Article III.4 Page 2	Yes. Article V.1.1 Page 2	Yes. Article V.2 Pages 7-9	

College/Dept.	Bylaws	Last Update	Criteria for Rank	Voting Faculty Defined	Composition of Faculty Search Committees	Appointment and Review of NTTF	Notes
<b>College of Architecture and Design</b>	<a href="#">link</a>	April 18, 2018	Yes, Article IX Page 5	Yes. Article IV.3a Page 3	Yes. Article V.4	Yes. Article II Page 1 (appointment) Article VIII Page 5 (Review or re-appointment)	
<b>School of Architecture</b>	<a href="#">link</a>	Oct. 18, 2017	Yes. Article IV Page 6-7	Yes. Article IV.3 Page 2	Yes. Appendix A.I Page 10	Yes. Article VII (Page 7) lists criteria for appointment to distinguished and senior lecturer. Article VIII.I-III pages 4-6 (review for all faculty)	
<b>School of Interior Architecture</b>	Draft under review	April 2018	No. Article IV does indicate forms of research, scholarship and creative activity that may be considered as part of annual evaluations, but it does not differentiate criteria for rank.	Yes. Article I, Section 1.B.	No. But these bylaws might reference the college bylaws, Article V. Section 4.	No. Appointment procedures for NTTF are not included. Consider defining the duties of the director to address this responsibility.	The college bylaws also need to distinguish the assistant from the associate from the full professor criteria for rank.
<b>Landscape Architecture</b>	<a href="#">link</a>	Nov. 2017	Yes. Refers to Promotion and Tenure Evaluation Rubric Page 3	Yes. Article II.4 Page 2	Yes. Article VII.4	Yes. Page 3 Article IV (full-time appointment procedure) and Article V.2 and V.3.	*Seek to address the appoint. process of NTTF in more detail. A simple solution might be to include the language: "The Director of the School will appoint non-tenure track faculty in consultation with _____."

College/Dept.	Bylaws	Last Update	Criteria for Rank	Voting Faculty Defined	Composition of Faculty Search Committees	Appointment and Review of NTTF	Notes
<b>College of Arts and Sciences</b>	<a href="#">link</a>	March 3, 2015	Yes. Page 16. (II.E). College requires departments to specify discipline specific criteria.	Yes, Page 13 (II.A)	Yes. Page 13 (II.E)	Yes. Page 20 (IV.B-C)	Bylaws conform to organizational structure of the Faculty Handbook.
<b>Anthropology</b>	<a href="#">link</a>	May 1, 2018	Yes. Article VI Page 5	Yes. Article III Page 3 and Article VIII.F Page 8	Yes Article IV page 4	Yes. Appointment is explained in Article V (page 3) and review in Article VIII.E Page 10	
<b>Art</b>	<a href="#">link</a>	October 2, 2015	Yes. Article II.A. Pages 14-17	Yes. Article I.F Page 7 and Article II.E. Page 19	Yes Article II.H.2.a Page 23	Yes. Article II. C Page 18 (appointment and review) and Article II. A Page 13 (promotion)	
<b>Biochemistry, Cellular and Molecular Biology</b>	<a href="#">link</a>	Spring 2010	Yes. Articles VI.A.a and VI.A.b. Pages 7-8	Yes. Article II.A and II. B Page 1	Yes. Article V. 6	Yes. Article III.C (appointment) Page 3 Article VI.d and VI.e page 9; VI.B page 10 (review)	*Unclear if NTTF is included in review procedures outlined in bylaws
<b>Chemistry</b>	<a href="#">link</a>	April 1, 2016	Yes. Appendix Page 11-12	Yes. Article I.E Page 1	Yes. Article IV. B Page 3	Yes. Article IV.H Page 3 (appointment) and Article V.F Page 4 (review)	
<b>Classics</b>	<a href="#">link</a>	Jan. 18, 2018	Yes. Article VI Pages 3-6	Yes. Article I.B. Page 1 and Article I Section H Page 6	Yes. Article V Page 3	Yes. Article VII Pages 6-7	
<b>Earth and Planetary Sciences</b>	<a href="#">link</a>	April 5, 2018	Yes Appendix II page 14	Yes. Article I Page 1 and Article 4 Page 4	Yes page 3 Section 4	Yes, page 3 Section 2 and Article 8 Page 10  Also cited <a href="#">this</a>	

College/Dept.	Bylaws	Last Update	Criteria for Rank	Voting Faculty Defined	Composition of Faculty Search Committees	Appointment and Review of NTTF	Notes
<b>Ecology and Evolutionary Biology</b>	<a href="#">link</a>	October 22, 2015	Yes. Appendix Page 12	Yes. Article II.B Page 2	Yes. Article II.C.2 Page 2	Yes Article II.C.3-4 Page 2 (appointment process) and Article II.D.10 (promotion/evaluation process) Also Appendix Page 11 outlines expectations for faculty	"Core Faculty" = tenured and TT members; "Associate Faculty" = split appointments between two departments "NTT research and/or teaching faculty" = Lecturers or Research Professors and "Adjunct Faculty"
<b>English</b>	<a href="#">link</a>	Nov. 2, 2017	No. Article VII Page 9. Does not provide department specific standards for rank	Yes. Article II.B. Page 2	Yes Article VI. B. 5. A Page 8	Yes. Article VIII Page 15-16	
<b>Geography</b>	<a href="#">link</a>	May 2017	Yes. Article IV Page 16.	Yes. Article I.E.2 Page 8	Yes. Article 3.B Page 11	Yes. Article VI Page 29	
<b>History</b>	<a href="#">link</a>	April 2016	Yes. Article XIII.C Page 14	Yes. Article IIA. Page 2	Yes. Article VIII Page 7	Yes. Article IX Page 8	

<b>Mathematics</b>	<a href="#">link</a>	June 2017	Yes. Articles III.4.1.1 and III.4.1.2 provide department specific criteria by rank	Yes Article I.2	Yes Article III.1	Yes. Article IV	
<b>Microbiology</b>	<a href="#">link</a>	Fall 2016	Yes. Article VII Page 8	Yes. Article II.A Page 1	Yes. Article IV.A Page 3	Yes. Article VIII Page 11 and Appendix 3 Page 21	Separates faculty definition by full-time, joint faculty (two depts.), Adjunct, NTT (research assistant, research associate, research professors, instructors, lecturers, senior/distin guished lecturers)

College/Dept.	Bylaws	Last Update	Criteria for Rank	Voting Faculty Defined	Composition of Faculty Search Committees	Appointment and Review of NTTF	Notes
<b>Modern Foreign Languages and Literature</b>	<a href="#">link</a>	March 7, 2017	Yes. Appendix A Page 12	Yes Article I.C Page 1	Yes. Article V.A. Page 7	Yes. Article VII (Page 9) and Appendix A (Review) and Appendix F (Hiring)	Faculty = all members who hold full-time or part-time appointments as instructor/lecturer or higher and all visiting appointments and adjunct professors.
<b>Music</b>	<a href="#">link</a>	2017	Yes. Appendix A Pages 39-40	Yes. Page 6	Yes. Articles III.A.2 Page 17-18	Yes. Article IV. Page 29	Faculty = tenured, tenure-track, and NTTF
<b>Philosophy</b>	<a href="#">link</a>	April 15, 2016	Yes. Articles VIA-VII Pages 7-8;	Yes. Article I. B & C Page 2	Yes. Article VII Page 8	Yes. Article VIII Pages 8 and 9	Faculty specified by "tenure-line faculty" and "non-tenure-line faculty"

<b>Physics and Astronomy</b>	<a href="#">link</a>	May 2018	Yes. Article II. E. 5 Page 7; Appendix Performance expectations Page 17	Yes. Article II.B.2 Page 2	Yes. Article II.D.2 Page 5	Yes Article II.B Sections 4-8 Page 2 (Appointment) and II.D Page 6 (Review)	Faculty = a) tenure and tenure-track b) Research, joint faculty, adjunct, and visiting professors at all ranks. c) Emeritus professors at all ranks. d) Lecturers and instructors.
<b>Political Science</b>	<a href="#">link</a>	March 27, 2015	Yes. Article I.C Page 7	Yes. Article I.A Page 1.	Yes. Article III.F.1 Page 5	Yes. Article VII.A and B Page 16 (appointment and promotion). and Page 7 Article IV.C.I.e (standards/review)	Contingent faculty = NTT members that serve as teaching faculty for specific terms; have title "Lecturer"
<b>Psychology</b>	<a href="#">link</a>	Feb. 24, 2016	Yes Article V.1 Page 5	Yes Article VIII Page 7	Yes Article V.1 Page 4	Yes. Article IV Page 3 (appointment) and Article V.2 Page 5 (evaluation)	

College/Dept.	Bylaws	Last Update	Criteria for Rank	Voting Faculty Defined	Composition of Faculty Search Committees	Appointment and Review of NTTF	Notes
Religious Studies	<a href="#">link</a>	April 9, 2018	Yes. Article VII Sections F and G Page 6 provide criteria by rank	Yes. Article I.B Page 1	Yes. Article IV.G Page 3	Yes. Article IX Page 8	Faculty = full time tenure-line and non-tenure line teaching personnel
Sociology	<a href="#">link</a>	May 4, 2018	Yes. Appendix Page 17	Yes Article 1.A Page 1	Yes Article III.P. Page 11	Yes. Article III.Q. Page 11 (Appointment) and Appendix Page 19 (Review)	Faculty= all tenure and tenure track members;  Non-tenure track = full and part-time non-tenure teaching and research faculty members, adjuncts and visiting faculty and lecturers
Theatre	<a href="#">link</a>	Nov. 17, 2017	Yes. Appendix II Page 8	Yes. Article I.A Page 1	Yes. Section V.A Page 4	Yes. Article V. A. 2 (Appointment) and Article VI. B (Review) Page 5	Faculty of the Department = full time tenure track-academic personnel with the rank of Assistant Professor or above

Haslam College of Business	<a href="#">link</a>	March 1, 2018	Yes. Article V Page 3. Refers to departmental bylaws	Yes. Section I Page 1	Yes. Article III Page 2	Yes. Article IV Page 3	Following the model of the Faculty Handbook, greater clarification is needed to differentiate tenure stream faculty from NTTF.
Business Analytics and Statistics	<a href="#">link</a>	April 13, 2018	Yes. Appendix I Page 17	Yes Article 2 Page 2	Yes. Article 5 Page 7	Yes. Article VI. e Page 13 (appointment) Appendix I on Annual Faculty Performance Review Page 17	



College/Dept.	Bylaws	Last Update	Criteria for Rank	Voting Faculty Defined	Composition of Faculty Search Committees	Appointment and Review of NTTF	Notes
<b>Economics</b>	<a href="#">link</a>	March 28, 2017	Yes. Article IV Page 6 Department specific responsibilities by rank	Yes Article I Page 1	Yes Article III.B. 2. Page 5	Yes. Article III.B.2 (recruitment and appointment)  Addendum on Annual Evaluation Assessment defines review process (page 10)	
<b>Finance</b>	<a href="#">link</a>	March 30, 2017	Yes. Addendum provides expectations by rank (page 15-17)	Yes Article I Page 1	Yes. Article IV. B. Page 6	Yes Article IV. D Page 7 and Appendix A	<i>*In addendum, refers to "College of Business Admin. Faculty Evaluation Policy Document and Procedures" but a link is not provided and it is not on the website or found via Google search</i>
<b>Management</b>	<a href="#">link</a>	Spring 2017	Yes. Article V Pages 4-6 provide department rank specific criteria for expectations	Yes. Article IV.B Page 3	Yes. Article VII.A. Page 7	Yes. Article VII.C Page 8 (Review) & Article VIII Page 9 (appt)(	
<b>Marketing and Supply Chain Management</b>	<a href="#">link</a>	Jan. 19, 2018	Yes. Addendum on Annual Faculty Performance Review (page 8) provides department specific expectations by rank	Yes. Article I.B Page 2	Yes. Article III. C Page 6	Yes Page 7 IV.B	<i>Article IV.C.2.a Refers to "Haslam CoB Faculty Evaluation Procedures and Guidelines" Not found</i>

College/Dept.	Bylaws	Last Update	Criteria for Rank	Voting Faculty Defined	Composition of Faculty Search Committees	Appointment and Review of NTTF	Notes
<b>College of Communication and Information</b>	<a href="#">link</a>	April 29, 2016	Yes. Page 1 Article II.B. Defers to Faculty Handbook and also bylaws of each department	Yes. Page 2 Section IV. A. 1	Yes. Page 4 Section VI.B.1 Faculty Affairs Committee handles tenure and promotion; defers to Faculty Evaluation manual	Yes. Page 4 Section VI.B.1 Faculty Affairs Committee handles tenure and promotion; defers to Faculty Evaluation manual	
<b>Advertising and Public Relations</b>	<a href="#">link</a>	April 2018	No. Provides faculty responsibilities but is not categorized by rank (Page 2 IV)	Yes. Page 2 IV. 2	Yes. Page 6 XI Refers to OED Standard Search	Yes. Page 7 Article XII. 2. Refers to handbook	
<b>Communication Studies</b>	Updated bylaws not online yet	March 7, 2018	No. Appendix A should be attached but does not have defined criteria by rank.	Yes Page 1 Article II.B	Yes Page 3 Article III. A.5	Yes Page 4 Article IV (review) and Page 8 Article V (appointment)	
<b>Information Sciences</b>	<a href="#">link</a>	April 2018	Yes Article VIII.5.2 Pages 17-18	Yes Page 2 Article IV. 6	Yes. Article V.1.C.1	Yes Article VIII.3.1 Pages 7-12	
<b>Journalism and Electronic Media</b>	<a href="#">link</a>	Feb. 2018	Yes. Article VII.5 Pages 6-7	Yes Page 2 Article II	Yes Page 5 VII Section 2	Yes Article VII	Faculty defined as "all professors, assoc. prof., assis. prof., instructors, & lecturers who hold an apt. in the SoJEM." Page 2 Article II

<b>College of Education, Health and Human Sciences</b>	<a href="#">link</a>	May 2018	Yes. Article VI Page 10 Defers to departments and <i>University Faculty Handbook</i>	Yes Article IV. 2 Page 5	Yes. Article 3.1.1.3 Page 2	Yes. Article VI Page 10 Defers to departments and <i>University Faculty Handbook</i>	Tenure & tenure track = professor, assoc., assist. NTT = teaching faculty, research faculty, clinical faculty, practice faculty
<b>Child and Family Studies</b>	Updated bylaws not on website yet	April 2018	Yes. Appendix A Pages 12-13.	Yes Article 1.2.1 Page 2	Yes. Article 1.3.3 and 1.3.4	Yes. Article 1.3.8 Page 2 defines appointment procedures; Article 1.4.1.1 and 1.4.1.2 Page 3 describes annual evaluation	Faculty = tenure, tenure track, NTT research faculty and NTT clinical faculty

College/Dept.	Bylaws	Last Update	Criteria for Rank	Voting Faculty Defined	Composition of Faculty Search Committees	Appointment and Review of NTTF	Notes
<b>Educational Leadership and Policy</b>	<a href="#">link</a>	Sept. 27, 2011	Yes. Article 4.4 Page 10	Yes. Article 2.2 Page 3	Yes. Article 4.1 Page 6	Yes. Article V Page 14	
<b>Educational Psychology and Counseling</b>	<a href="#">link</a>	Aug. 20, 2007	Yes. Article III.3 Page 10	Yes. Article I.1.1 Page 3	Yes. Article 3.1.2 Page 7	Yes. Article IV Page 16	
<b>Kinesiology, Recreation and Sport Studies</b>	<a href="#">link</a>	March 22, 2017	Yes. Criteria by rank outlined in table on Page 14	Yes. Article 4.3 Page 5	Yes. Article 5.7 Page 9	Yes Article 4.1.2 Page 5 (Appointment) Article 7.1.5 & 1.6 Page 11 (review) Page 16- (Criteria/Expectations)	Faculty = Tenure and tenure track; NTTF; emeritus faculty
<b>Nutrition</b>	<a href="#">link</a>	Feb. 5, 2018	Yes. Article 1.3.6 .8 Page 9	Yes. Article 1.2 Page 1	Yes. Article 1.3.1.6 Page 2	Yes. Article 1.3.4 Page 2 (Appointment) Article 1.3.5 Page 4 (Review)	Faculty = full time tenured or tenure track; emeritus faculty; joint appointment faculty  And NTTF; adjunct faculty

<b>Public Health</b>	<a href="#">link</a>	January 2017	Yes. Attachment A (A-8 – A-10)	Yes. Article 1.2 Page 2	Yes. Article 1.3.1.2 Page 2	Yes. Article 1.3.4 Page 3 (Appointment) Article 1.4.2.2 Page 5 (Review)	Faculty = regular full time, emeritus faculty, joint appointment, temporary full time/part time, adjunct, NTT
<b>Retail, Hospitality, and Tourism Management</b>	<a href="#">link</a>	Nov. 19, 2015	Yes. Article 1.3 Pages 1-2	Yes. Article 1.2.1 Page 1	Yes Article 1.4.1.1 and 1.4.1.2 Page 2	Yes. Article 1.4.3 Page 3 (appointment) and Article 1.5.6 Page 7 (evaluation)	
<b>Theory and Practice in Teacher Education</b>	<a href="#">link</a>	January 2018	Yes. Article III.3.01(a) Page 3	Yes Article III Page 2	Yes Article III.3.01(b) Page 4	Yes .Article III.3.04 a and b Page 10	Faculty = TT, tenured, NTT, NTT research faculty, & NTT clinical

College/Dept.	Bylaws	Last Update	Criteria for Rank	Voting Faculty Defined	Composition of Faculty Search Committees	Appointment and Review of NTTF	Notes
<b>Tickle College of Engineering</b>	<a href="#">link</a>	April 3, 2018	Yes Article II.3 Page 4 Defers to Faculty Handbook, Manual of Faculty Evaluation, College of Engineering Guidelines for Tenure and Promotion Review Process, system-level policy procedures	Yes Article I.3 Page 1	Yes Article I.9 Page 3	Yes. Article II. 3; NTT considered “Research Faculty” and “College of Engineering Guidelines for the Promotion of Research Faculty” a Google search led me to this <a href="#">link</a>	
<b>Chemical and Biomolecular Engineering</b>	<a href="#">link</a>	March 2018	Yes. Article III..D Page 10	Yes. Article I.B Page 1	Yes Article IV Page 13	Yes. Article III.D Page 11 and Article IX Page 135	
<b>Civil and Environmental Engineering</b>	<a href="#">link</a>	April 30, 2018	Yes. Page 12 “Department Individual Performance Expectations” Table	Yes. Article I.B. Page 1	Yes. Article II.B Page 5	Yes. Article III Page 7 for Review and Article IV Page 9 for Appointment	Definition of “Faculty” includes NTTF *Does not refer to any of the promotion guidelines for College of Engineering documents
<b>Electrical Engineering and Computer Science</b>	<a href="#">link</a>	April 30, 2018	Yes. Page 12	Yes. Article I.2 Page 1	Yes Article III.2 Page 5	Yes. Article III.2 Page 5 (appointment) and Promotion process Article III.3	*Does refer to “the College of Engineering Criteria, Expectations, and General Procedures Relating to Annual Faculty Review, Tenure, and Promotion” ( Article III.3)
<b>Industrial and Systems Engineering</b>	<a href="#">link</a>	April 30, 2018	Yes. Appendix B Page 11	Yes. Article 1.2 Page 2	Yes Article III.2.A Page 6	Yes Article III.2. B Page 6 (appointment) and Article III.3 Page 6 (review)	*Does not specifically refer to College of Engineering General Guidelines document

<b>Materials Science and Engineering</b>	<a href="#">link</a>	May 1, 2018	Yes. Article III.D. Page 9	Yes. Article 1.B. Page 2.	Yes. Page 13 Article IV	Yes. Article III. B Page 7 (Review) Article IV Page 13 (appointment)	Definition of "Faculty" includes NTTF
<b>Mechanical, Aerospace, and Biomedical Engineering</b>	<a href="#">link</a>	Oct. 17, 2017	Yes. Link to Faculty Workload and Departmental Expectations document in Article VI Page 7	Yes. Article I.B. Page 1	Yes. Article III Page 5	Yes. Link to Faculty Workload and Departmental Expectations document in Article VI Page 7	Definition of "Faculty" includes NTTF
<b>Nuclear Engineering</b>	<a href="#">link</a>	April 24, 2018	Yes. Page 10 Appendix A	Yes. Article I.B. Page 1	Yes. Article III.A. Page 3	Yes. Article III.B Page 4 (appointment), Article IV and V (review) Page 8	Definition of "Faculty" includes NTTF  *Does refer to UT College of Engineering Guidelines for Tenure and Promotion Review Process
<b>Space Institute</b>	<a href="#">link</a>	March 2018	No.	Yes. Only committee members my vote page 3	No.	No.	
<b>College of Law</b>	<a href="#">link</a>	2017-2018	Yes. Page 11 Article 2.9.5 Refers to guidelines set forth in Manual for Faculty Evaluation. Also, specific criteria by rank for promotion included in Article 2.10 and 2.11	Yes. Page 5 Article II.2.1 and Page 19 Article III.5.1	Yes. Article II.3 Page 6 and Page 22 Article III.10.1	Yes. Page 8 Article II.6	
<b>College of Nursing</b>	<a href="#">link</a>	May 2017	Yes, addressed in the <a href="#">Evaluation, Promotion and Tenure Guidelines</a> document revised in August 2014.	Yes. Page 7 Article III	Yes. Page 7 Article III.A	Yes, addressed in the <a href="#">Guidelines for Clinical Faculty Appointments, Evaluation, and Promotion.</a> Revised in 8-16-2013.	Having separate documents with criteria for TT and NTTF as appendices to the main bylaws is not ideal in case links are broken.
<b>Libraries</b>	<a href="#">link</a>	Oct. 10, 2017	Yes. Refers to Promotion and Tenure Criteria: Guidelines for Library Faculty	Yes. Page 3 Article IV	Yes. Page 7 Article VI. 3	Yes. Page 8 Article VIII	Link to bylaws currently unavailable

College/Dept.	Bylaws	Last Update	Criteria for Rank	Voting Faculty Defined	Composition of Faculty Search Committees	Appointment and Review of NTTF	Notes
College of Social Work	Need URL	Nov. 2017	Yes. Page 18 Article VI refers to the UT Faculty handbook and <a href="#">CoSW Policies and Procedures</a>	Yes. Article II.B. Page 10	Yes. Article V. A. 9. Page 17 and Page 38	Yes. Article VII (selection) page 20 Article VI Page 20 (Evaluation process) refers to UT Faculty Handbook and <a href="#">CoSW Policies and Procedures</a>	*Article VI refers to a section of the bylaws "Policies and Procedures for Faculty Personnel Decision in the UT COSW: A supplement to the Faculty handbook" but it is not within the document.

College of Veterinary Medicine	<a href="#">link</a>	May 2010	Yes. Section 3.1.3 defers to needs of departments and Section 3.1.4 page 12 refers to Faculty Handbook and UTCVM Guidelines for Tenure and Promotion (not reviewed)	Yes. Section 1.6 Page 4	Yes. Section 3.1.1 page 11	Yes. Section 3.1.2 page 12 (NTT to TT)  Section 5 Section 5.1 page 19 (review)  Article 5.2 page 21 (appointment)	*Link for UTCVM Guidelines for Tenure and Promotion is provided but it requires a secure login. A more thorough audit would require access.
Biomedical and Diagnostic Sciences	<a href="#">link</a>	Nov. 5, 2013	No. Not specified by rank	Yes. Article 1.3.A Page 2	Yes. Article 2.1 Page 5	Yes. Article II.1 Page 5 (appointment) Article II.7 Page 9 (review)	
Large Animal Clinical Sciences	<a href="#">link</a>	April 2002	No. Not specified by rank	Yes. Page 1 Article 2.1	No	No	*Will update bylaws after College bylaws are updated
Small Animal Clinical Sciences	<a href="#">link</a>	Not listed	No. Article V Page 2 Refers to "Bylaws Governing Promotion, Tenure and Post Tenure Review of the College of Veterinary Medicine" but does not provide department specific criteria of rank	Yes. Page 2 Article III.1	No.	No.	*Will update bylaws after College bylaws are updated