

Submitted by the Faculty Affairs Committee

(with an additional amendment in section 3.10 from Beauvais Lyons and Vice-Provost Kelly)
For FIRST READING at the September 21, 2020 Faculty Senate Meeting

Below are a set of proposed changes to the *UTK-UTIA Faculty Handbook* in compliance with new BOT Policies or editorial corrections as outlined in memos dated November 11, 2019 and July 24, 2020 memoranda from John Zomchick to Beauvais Lyons. Recognizing that board policies are governing, all of the items below were approved by the Faculty Senate Faculty Affairs Committee on August 31, 2020 and approved by the Faculty Senate Executive Council for presentation to the Faculty Senate for first reading (in September) and subsequent action (in October).

Areas where clarification may be helpful from the Office of the Provost are **highlighted in yellow.**

Differing from the draft initially sent with the 9-22-2020 meeting agenda, this draft also includes a proposed editorial clarification to section 3.10 of the handbook regarding promotion from associate to full professor by inserting “being considered for” (see below).

1.6.6 Reappointment of Department Heads

During the term of office of the department head, he or she serves at the will of the dean. If a department head is not reappointed, the dean shall begin the process of selecting a new department head in accordance with Section 1.6.4. 1.4.4.

Reason for change: This change corrects an erroneous cross-reference.

3.10 Promotion

Associate professors serve at least five years in rank before being considered for promotion to full professor.

Reason for change: Inserting “before being considered for” provides a clarification of the process as promotions are not automatic.

3.11.4.2 Extension of Probationary Period

For good cause that is either related to procedural error or results from a significant disruption of University operations that has impeded the faculty member’s opportunity to conduct required research or other scholarly activity, teaching, and/or service, the university and a tenure-track faculty member may agree in writing to extend a six-year probationary period for a maximum of two additional years. The proposed extension must be approved in advance by the chief academic officer, the chancellor, and the vice president for academic affairs, the president (or designee), and the General Counsel (or designee).

Reason for change: This change updates our policy in order to bring it into agreement with Board policy (BT0006), which was revised at the Board meeting on March 27, 2020.

Faculty Affairs Committee is expressing concern regarding the timeline when such requests for extension need to be submitted for approval, and if a faculty member is limited to a one-year interval for such requests.

3.12.2.7 Options to Contest Termination

The rights provided in this paragraph 3.12.2.7 are in lieu of any other rights of grievance or appeal in this handbook ~~or any appeal to the president.~~

Reason for change: This change updates our policy in order to bring it in agreement with Board Policy (BT0006), which was revised consistent with the UT Focus Act.

3.12.3.7 Options to Contest Termination

The rights provided in this paragraph 3.12.3.7 are in lieu of any other rights of grievance or appeal in the handbook ~~or any appeal to the president.~~

Reason for change: This change updates our policy in order to bring it in agreement with Board Policy (BT0006), which was revised consistent with the UT Focus Act.

3.12.3.8 Expedited Procedure for Termination or Suspension without Pay in Certain Cases of Misconduct

In the following cases of alleged misconduct by a faculty member, the [chief academic officer](#), after consulting with [the chancellor](#), the president of the university, and the president of the Faculty Senate or the Faculty Senate Executive Council, may invoke an expedited procedure to accomplish termination or suspension without pay,

Reason for change: This change brings our policy into agreement with Board policy (BT0006), which governs when there are contradictions or differences between it and the handbook. The pertinent section of Board policy reads as follows:

8. Expedited Procedure for Termination or Suspension without Pay in Certain Cases of Misconduct

In the following cases of alleged misconduct by a faculty member, the chief academic officer, after consulting with the Chancellor, the President, and the President of the Faculty Senate or the Faculty Senate Executive Committee, may invoke an expedited procedure to accomplish termination or suspension without pay, . . . (BT0006, Appendix C, §8)

Faculty Affairs recommendation to change text to read: “and the president of the Faculty Senate or in consultation with the Faculty Senate Executive Council,”

3.13 Disciplinary Sanctions Other than Termination for Adequate Cause

. . . It shall also inform the faculty member of his or her right to appeal the proposed discipline or to request a review by the Faculty Senate Appeals Committee in accordance with the provisions of this chapter or to ~~the president through~~ the chancellor.

Reason for change: This change updates our policy in order to bring it in agreement with Board Policy (BT0006), which was revised consistent with the UT Focus Act.

4.5 Promotion of ~~Lecturers~~ Non-Tenure-Track Faculty

Reason for change: Section 4.5 pertains to all non-tenure-track faculty. The recommended change should have been made when we revised chapter 4 last year. It is an editorial correction, which can be made administratively.

5.3 Appeals through the Administrative Channel

Any faculty member may initiate a written appeal with his or her administrative leader. If resolution of the problem is not achieved, the faculty member has the right to request review at successively higher administrative levels, up to the chancellor. ~~president~~ (University Bylaws: Article V, Section 7).

Reason for change: This change updates our policy in order to bring it in agreement with Board Policy (BT0006), which was revised consistent with the UT Focus Act.