

UTK-UTIA COLLEGE AND DEPARTMENT BYLAWS AUDIT

Draft: September 30, 2021

This document presents an updated audit of College and Department Bylaws at the University of Tennessee, Knoxville and UT Institute of Agriculture. The audit was initially conducted in 2017-2018 by Faculty Senate Graduate Research Assistant Brooke Killion under the direction of Past Faculty Senate President Beauvais Lyons. Like the bylaws themselves, this is a working document, and we will update this audit as additional information is submitted for review.

It is important that unit bylaws are consistent with the *UTK-UTIA Faculty Handbook*. 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.

From 2019-2021 the Faculty Senate and the Office of the Provost worked together to revise the *UTK-UTIA Faculty Handbook* to integrate procedures from the *Manual for Faculty Evaluation* (MFE) into the handbook. As such, college and unit bylaws that reference the MFE should be revised to direct readers to the appropriate chapter of the handbook. Additionally, because sections numbers in the handbook can change, as a general rule, we recommend that bylaws should only reference the appropriate chapter and generally avoid including hyperlinks except to chapter sections.

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.

This basic audit examines the following six 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, Associate, 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?

Two additional areas which should be addressed in all college and department bylaws include:

- As a result of recent changes to the handbook, colleges and departments are now expected to define promotion criteria for non-tenure track faculty. Departmental criteria for promotion shall not be required if more specific criteria have been established by the applicable college. For more information, see section 4.5.2.
- Do the bylaws include references to the *Manual for Faculty Evaluation* that need to be redirected the *UTK-UTIA Faculty Handbook*?

- Do the bylaws avoid referencing handbook section numbers (with the exception of chapters) and using hyperlinks to such sections?

While not a specific goal of this audit, another 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 is important to note that consistent with the new Chapter 4, “non-tenure track faculty will be informed, in writing, of the percentage of effort that they are expected to devote to teaching, service, and research/professional development as well as whether the faculty member’s position is contingent upon their ability to secure external funding. This documentation will be provided by the hiring unit to the NTTF at the time of initial appointment and again each time the faculty member is reappointed.”

As part of their regular process of keeping their bylaws mission-focused, academic units are also encouraged to revisit their criteria for rank for tenure-track faculty members in chapter 3, considering ways they recognize (1) forms of engaged teaching, research/scholarship/creative activity, and service, as well as (2) faculty efforts to advance diversity and inclusion efforts.

To provide an overview, the audit first conducted in 2017-2018 uses a color-coding system for the six areas outlined in the initial list of bullet points above. They are:

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

If self-audits justify changes in the assigned color code for an individual unit, justification should be emailed to Beauvais Lyons (blyons@utk.edu). Assignment of color-coding will remain in place until the end of the 2021 calendar year, but all college and department bylaws are expected be revised to comply with the two new requirements: (1) establishing criteria for rank for non-tenure track faculty and (2) removing references to the Manual for Faculty Evaluation and referencing the appropriate section of the Faculty Handbook.

Questions about aligning college and department bylaws with the handbook may be directed to Beauvais Lyons, Chair of the Faculty Affairs Committee (blyons@utk.edu) or Diane Kelly, Vice Provost for Faculty Affairs (dianek@utk.edu). Updates to this audit may be emailed to Beauvais Lyons

College/Dept.	Bylaws	Last Update	Criteria for Rank for Tenure-Track Faculty	Voting Faculty Defined	Composition of Faculty Search Committees	Appointment and Review of NTTF	Criteria for Rank for Non-Tenure-Track Faculty	Remove References to MFE	Notes
Herbert College of Agricultural Sciences and Natural Resources	link	April 9, 2021	Yes. Appendix B Page 26	Yes. Article 2.1.5 Page 5	Yes, Appendices A and B and using procedures for composition of committees as outlined in each department's bylaws.	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 Bylaws include an on-line resource which can serve as an appendix linked to all unit bylaws
Agricultural and Resource Economics	link	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)			
Agricultural Leadership, Education, & Communications	link	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 Forms, Guidelines and References
Animal Science	link	October 1, 2020	Yes, Article IV, section 4.	Yes. Article VII, section 2.	Yes, Article V, section 2.	Yes. Article V, section 3.			References to MFE removed.
Biosystems Engineering and Soil Science	link	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 are considered "Non-voting members"

Entomology and Plant Pathology	link	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			
Food Science	LINK	October 2020	Yes, Appendix 2, p. 8	Yes Article 1.3 Page 1	Yes, Article III, 3.2	Yes, Article IV, 4.2.			References to MFE removed
Forestry, Wildlife, and Fisheries	link	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			
Plant Sciences	link	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			

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College of Architecture and Design	link	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)			
School of Architecture	link	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)			
School of Design	No bylaws posted								Overdue for approval and posting
School of Interior Architecture	link	May 9, 2017	No. Article IV does indicate forms of research 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 need to distinguish criteria for rank.
Landscape Architecture	link	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.

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College of Arts and Sciences	link	Dec. 2020	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)	Yes. Section IV.	Yes.	Bylaws conform to organizational structure of the Faculty Handbook.
Anthropology	link	May 7, 2020	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			
Art	link	April 2021	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)	Yes. See section IID.	Yes.	

Biochemistry, Cellular and Molecular Biology	link	2020	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
Chemistry	link	Nov. 2017	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)			
Classics	link	Nov. 8, 2020	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			
Earth and Planetary Sciences	link	July 2, 2021	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 this			
Ecology and Evolutionary Biology	link	January 2020	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			Addresses definitions of faculty, including those with joint appointments.
English	link	Nov. 2, 2017	Yes. Pages 13-14	Yes. Article II.B. Page 2	Yes Article VI. B. 5. A Page 8	Yes. Article VIII Page 15-16			
Geography	link	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			

History	link	April 2016	Yes. Article XIII.C Page 14	Yes. Article II.A. Page 2	Yes. Article VIII Page 7	Yes. Article IX Page 8			
Mathematics	link	March 2021	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			
Microbiology	link	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, and NTTF.
Modern Foreign Languages and Literature	link	May 4, 2021	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.
Music	link	2018	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
Philosophy	link	October 22, 2018	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”
Physics and Astronomy	link	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)			Inclusive definition of faculty including joint appointments, NTTF, and emeritus.
Political Science	link	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; “Lecturer”

Psychology	link	November 20, 2019	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)			
Religious Studies	link	Sept. 13, 2021	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	link	May 2021	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; NTT = full and part-time non-tenure teaching and research faculty members, adjuncts and visiting faculty and lecturers
Theatre	link	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 defined as full time tenure track-academic personnel with the rank of Assistant Professor or above.

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Haslam College of Business	link	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			Greater clarification is needed to differentiate tenure stream faculty from NTTF.
Accounting and Information Management	link	March 31, 2017	Yes. Expectations by rank specified on page 12 of Addendum	Yes. Article I.A.1 Page 1	Yes. Article III.A.4 Page 6	Yes. Article IV. A. 2 Page 7 (appointment) and Article IV. B. 1. D (review)			
Business Analytics and Statistics	link	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.			
Economics	link	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)			
Finance	link	January 9, 2018	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			
Management	link	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)(

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College of Communication and Information	link	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			
Advertising and Public Relations	link	October 23, 2019	Addendum III, page 13.	Yes. Page 2 IV. 2	Yes. Page 6 XI Refers to OED Standard Search	Yes. Page 7 Article XII. 2. Refers to handbook			
Communication Studies	link	March 11, 2019	Yes. See Article V	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)			
Information Sciences	link	April 2021	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			
Journalism and Electronic Media	link	Nov. 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., assist. Prof., instructors, & lecturers who hold an apt. in the SoJEM.” Page 2 Article II

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College of Education, Health and Human Sciences	link	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</i>			Tenure & tenure track = professor, assoc., assist. NTT = teaching faculty, research faculty, clinical faculty, practice faculty

						<i>Faculty Handbook</i>			
Child and Family Studies	link	April 2017	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
Educational Leadership and Policy Studies	link	Nov. 11, 2020	Yes. Article 4.4 Page 10	Yes. Article 2.2 Page 3	Yes. Article 4.1 Page 6	Yes. Article V Page 14			
Educational Psychology and Counseling	link	January 2018	Yes. Article III.3Page 10	Yes. Article I.1.1 Page 3	Yes. Article 3.1.2 Page 7	Yes. Article IV Page 16			
Kinesiology, Recreation and Sport Studies	link hosted by Faculty Senate, needs to host the url	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
Nutrition	link	Feb. 1, 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 NTTF = adjunct faculty
Public Health	link	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

Retail, Hospitality, and Tourism Management	link	2020	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)			
Theory and Practice in Teacher Education	link	February 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

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Tickle College of Engineering	link	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 link			
Chemical and Biomolecular Engineering	link	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			
Civil and Environmental Engineering	link	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

Min H. Kao Department of Electrical Engineering & Computer Science	link	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)
Industrial and Systems Engineering	link	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
Materials Science and Engineering	link	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
Mechanical, Aerospace, and Biomedical Engineering	link	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
Nuclear Engineering	link	Aug. 1, 2019	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

Space Institute	link	March 2018	No.	Yes. Only committee members my vote page 3	No.	No.			
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College of Law	link	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			
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College of Nursing	link	Sept. 15, 2021	Yes, addressed in the Evaluation, Promotion and Tenure Guidelines document revised in August 2014.	Yes. Page 7 Article III	Yes. Page 7 Article III.A	Yes, addressed in the Guidelines for Clinical Faculty Appointment, Evaluation, and Promotion. Revised in 8-16-2013.	Yes. see section 4.5.2.	Yes.	Having separate documents with criteria for TT and NTTF as appendices to the main bylaws is not ideal in case links are broken.
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Libraries	link	Oct. 10, 2017	Yes -- Promotion & Tenure Criteria for Library Faculty	Yes. Page 3 Article IV	Yes. Page 7 Article VI. 3	Yes. Page 8 Article VIII			
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College of Social Work	link	April 16, 2021	Yes. Page 18 Article VI refers to the UT Faculty handbook and CoSW Policies and Procedures	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			*Article VI refers to a section of the bylaws "Policies and Procedures for Faculty Personnel Decision in the UT COSW: A supplement to

						process) refers to UT Faculty Handbook and CoSW Policies and Procedures			the Faculty handbook” but it is not within the document.
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College of Veterinary Medicine	link	May 3, 2019	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)			
Biomedical and Diagnostic Sciences	link	Dec. 4, 2020	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	link	August 11, 2000	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	link	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