

UTK-UTIA College and Department Bylaws Audit

Updated: 16 February 2023

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.

The current audit was conducted with the impeccable assistance of Loretta Link and GRA Jordan Shipley. Their work is most appreciated.

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. 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.

For 2022-2023, this audit focused on removing all references to the now defunct *Manual for Faculty Evaluation* (MFE), as well as specific criteria for non-tenure track faculty rank.

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:

UTK-UTIA College and Department Bylaws Audit

Updated: 16 February 2023

- 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 to the *UTK-UTIA Faculty Handbook*?

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 uses a color-coding system for the areas outlined in the bullet points above:

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 Jud Laughter (jud.laughter@utk.edu). Assignment of color-coding will remain in place until the end of the 2023 calendar year.

Questions about aligning college and department bylaws with the handbook may be directed to Jud Laughter, Chair of the Faculty Affairs Committee (jud.laughter@utk.edu) or Diane Kelly, Vice Provost for Faculty Affairs (dianek@utk.edu).

UTK-UTIA College and Department Bylaws Audit

Updated: 16 February 2023

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 NTTF	Remove References to MFE	Notes
Herbert College of Agricultural Sciences and Natural Resources	LINK	April 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)	States "refer to FH in Article 2.1.6." Appts and promotions of NTTF states "refer to FH"	There is no mention of MFE	UTIA Bylaws include an on-line resource which can serve as an appendix linked to all unit bylaws
Agricultural and Resource Economics	LINK	Nov. 2020	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)	States "refer to FH in Article 2.1.6." Appts and promotions of NTTF states "refer to FH"	There is no mention of MFE	
Agricultural Leadership, Education, & Communications	Link to Dept. Webpage	Aug 2021	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	States "refer to FH in Article 2.1.6."	There is no mention of MFE	UTIA Forms, Guidelines and References

UTK-UTIA College and Department Bylaws Audit

Updated: 16 February 2023

						(evaluation)	Appts and promotions of NTTF states "refer to FH"		
Animal Science	LINK	Oct. 2020	Yes, Article IV, section 4.	Yes. Article VII, section 2.	Yes, Article V, section 2.	Yes. Article V, section 3.	States "refer to FH in Article 2.1.6." Appts and promotions of NTTF states "refer to FH"	There is no mention of MFE	References to MFE removed.
Biosystems Engineering and Soil Science	Link to 2018 Version	Dec. 2020	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	States "refer to FH in Article 2.1.6." Appts and promotions of NTTF states "refer to FH"	There is no mention of MFE	Article II Membership Section 1. Faculty is inclusive of all tenured, tenure track and NTT. Article III Section 3 all faculty are eligible to vote.
Entomology and Plant Pathology	Link to Dept. Webpage	Sept 2021	Yes. Article IV Page 5	Yes. Article VIII.5 Page 18	Yes. Article IV.1 Page 5	Yes. Article V Page 13	States "refer to FH in Article 2.1.6."	There is no mention of MFE	Article II Membership Section 1. Faculty is inclusive of all tenured,

UTK-UTIA College and Department Bylaws Audit

Updated: 16 February 2023

							Appts and promotions of NTTF states "refer to FH"		tenure track and NTT. Article III Section 3 all faculty are eligible to vote.
Food Science	LINK	Oct. 2020	Yes, Appendix 2, p. 8	Yes Article 1.3 Page 1	Yes, Article III, 3.2	Yes, Article IV, 4.2.	States "refer to FH in Article 2.1.6." Appts and promotions of NTTF states "refer to FH"	There is no mention of MFE	References to MFE removed
Forestry, Wildlife, and Fisheries	LINK	Sept. 2018	Yes. Article IV.2 Page 5	Yes. Article VIII.5 Page 16	Yes. Article IV.1 Page 4	Yes. Article V. Page 11	States "refer to FH in Article 2.1.6." Appts and promotions of NTTF states "refer to FH"	There is no mention of MFE	
Plant Sciences	Link to Dept. Webpage	Jan. 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	States "refer to FH in Article 2.1.6."	There is no mention of MFE	

UTK-UTIA College and Department Bylaws Audit

Updated: 16 February 2023

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College of Architecture and Design	Link to Dept. Webpage	May 2022	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)	Page 6 Article IX Criteria for tenure and promotion from lecturer to senior and to distinguished.	Article VIII mentions MFE	
School of Architecture	Link to Dept. Webpage	Oct 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)	Page 6 Article IX Criteria for tenure and promotion from lecturer to senior and to distinguished.	Page 9 Section I mentions MFE	

UTK-UTIA College and Department Bylaws Audit

Updated: 16 February 2023

School of Design	Using College Bylaws	April 2018					Using College of Arch/Design bylaws.	Page 5 MFE	Currently using the College bylaws and expect to have a new set of bylaws for the school by May 2022.
School of Interior Architecture	Link to Dept. Webpage	Jan. 2022	Yes. Pages 7-8.	Yes. Article I, Section 1.B.	Yes, Article IV.1.C.	Yes. Page 4.	Yes. Pages 8-10. Art. VI, IV, V.	No reference to MFE	The bylaws provide a rating scale for APPR on page 12.
Landscape Architecture	Link to Dept. Webpage	Sep 2022	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.	Follow guidelines in FH	No reference	*Seek to address the appointment process of NTTF in more detail.

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 NTTF	Remove References to MFE	Notes
College of Arts and Sciences	Link to College Webpage	Dec. 2020	Yes. Page 16. (II.E). College requires departments to specify	Yes, Page 13 (II.A)	Yes. Page 13 (II.E)	Yes. Page 20 (IV.B-C)	Yes. Section IV.	Yes. References: I.D. 6.b, III.B, III.C, III.D, III.F	Bylaws conform to organizational structure of the Faculty Handbook.

UTK-UTIA College and Department Bylaws Audit

Updated: 16 February 2023

			discipline specific criteria.						
Anthropology	Link to Dept. Webpage	May 2022	Yes. Article IX.G, p. 34	Yes. Article II and Article VIII	Yes Article II.1.2	Yes. Appointment is explained in Article VI.B.2.b and review in IX.D.	Yes. Article XII	Referenced IX.A.2	
Art	Link to Dept. Webpage	April 2021	Yes. Article II.B	Yes. Article I.F Page 7 and Article II.E. Page 19	Yes Article II.H.2.a Page 23	Yes. Article II. D. refers to FH	Yes. See section IID, refers to FH	Yes II.A, II.B, II.G, IV	
Biochemistry, Cellular and Molecular Biology	Link to Dept. Webpage	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)	Yes, IV.D	Yes	*Unclear if NTTF is included in review procedures outlined in bylaws
Chemistry	Link to Dept. Webpage	August 2019	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)	Yes. V.F. refers to FH	Yes	
Classics	LINK	Nov. 2020	Yes. Article VI.D	Yes. Article I.B. Page 1 and Article I Section H Page 6	Yes. Article V Page 3	Yes. Article VII Pages 6-7	Yes. VII.D.	References in Intro and VII.D.	

UTK-UTIA College and Department Bylaws Audit

Updated: 16 February 2023

Earth and Planetary Sciences	LINK	July 2021	Yes Appendix II page 14	Yes. Article I Page 1 and Article 4 Page 4	Yes page 3 Section 4	Yes, Article 4.2 and Article 9	Article 9	Article 5.1	
Ecology and Evolutionary Biology	Link to Dept. Webpage	January 2020	Yes. Appendix II	Yes. Article II.B	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	None	1.3, 2.C.1, 2.D.1, 3.1	Addresses definitions of faculty, including those with joint appointments.
English	Link to Dept. Webpage	Nov. 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	Yes, Article VIII	VII, VII.F.1, VII.F.5	
Geography	Link to Dept. Webpage	Nov. 2020	Yes. Article IV Page 16.	Yes. Article I.E.2 Page 8	Yes. Article 3.B Page 11	Yes. Article VI Page 29	Yes. VI.B	Intro, 2A, 4.B.1.a, 4.B.4, 5.A	
History	LINK	April 2016	Yes. Article XIII.C Page 14	Yes. Article IIA. Page 2	Yes. Article VIII Page 7	Yes. Article IX Page 8	Yes, IX.C	II.D.1, IX.C, XI.A, XII.A, XII.E, XIII.A, XIII.C,, XIII.D.5, XIII.F.1k XIV, XIV	

UTK-UTIA College and Department Bylaws Audit

Updated: 16 February 2023

Mathematics	Link to Dept. Webpage	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	Article 4.4	Yes	
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	Yes, Appendix 3	6.C,	Separates faculty definition by fulltime, joint faculty, and NTTF.
Modern Foreign Languages and Literature	LINK	May 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)	No	yes	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	2021	Yes. Appendix A	Yes. Page 6	Yes. Articles III.A.2	Yes. Article IV.	No	III, IV. Appendix D	Faculty = tenured, tenure-track, and NTTF
Philosophy	LINK	Oct. 2018	Yes. Articles VIA-VII Pages 7-8;	Yes. Article I. B & C	Yes. Article VII Page 8	Yes. Article VIII Pages 8 and 9	Appendix A	III	Faculty specified by "tenure-line faculty" and "non-

UTK-UTIA College and Department Bylaws Audit

Updated: 16 February 2023

				Page 2					tenure-line faculty”
Physics and Astronomy	Link to Dept. Webpage	Nov 2021	Yes. Article II. E. 5 Page 7; Appendix Performance expectations Page 17	Yes. Article II.B.2 Page 2	Yes. Article II.D.2	Yes Article II.B Sections 4-8 Page 2 (Appointment) and II.D Page 6 (Review)	No	Yes	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)	No	Yes	Contingent faculty = NTT members that serve as teaching faculty for specific terms; “Lecturer”
Psychology	LINK	Nov. 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)	No	V.1	
Religious Studies	LINK	Sept. 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	Article IX	V.F, VII, VIII	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	No	III, Appendix P	Faculty = all tenure and tenure track members; NTT = full and part-time

UTK-UTIA College and Department Bylaws Audit

Updated: 16 February 2023

						Appendix Page 19 (Review)			nontenure teaching and research faculty members, adjuncts and visiting faculty and lecturers
Theatre	LINK	Nov. 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	No	Yes	Faculty defined as full time tenure track-academic personnel with the rank of Assistant Professor or above.

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 NTTF	Remove References to MFE	Notes
Haslam College of Business	Link to College Webpage	Mar. 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	Article V states criteria.		Section 1 Faculty are lecturers, instructors, clinical, asst, assoc, and full. NT are hired as lecturers or clinical professors.
Accounting and Information Management	Link to Dept. Webpage	Mar. 2017	Yes. Expectations by rank specified on	Yes. Article I.A.1 Page 1	Yes. Article III.A.4 Page 6	Yes. Article IV. A. 2 Page 7 (appointment) and	IV.A.2	MFE on pg. 5 III Section A.1.b	

UTK-UTIA College and Department Bylaws Audit

Updated: 16 February 2023

			page 12 of Addendum			Article IV. B. 1. D (review)			
Business Analytics and Statistics	Link to Dept. Webpage	Feb 2022	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.	None listed in bylaws.	Mentions MFE in preface, p. 15 as a reference, and page 17.	
Economics	Link to Dept. Webpage	March 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)	Has a committee on the Promotion of Lecturers and p. 7 has respons. Of lecturers/sr lecturers	None found.	Has addendum on annual eval, assessment for TT and NTTF
Finance	Link to Dept. Webpage	Jan. 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	None listed.	MFE on page 1, 12.	

UTK-UTIA College and Department Bylaws Audit

Updated: 16 February 2023

Management & Entrepreneurship	Link to Dept. Webpage	April 2022	No. Bylaws distinguish criteria for rank in scholarship in Section 6.2, but not for teaching and service. See notes	Yes. Section 3.4 Section 2.2 Voting Members	Yes. Section 4.3	Yes. Section 5.C	No. Promotion process for NTTF in Section 4.2.D, no spec criter.	No. MFE cited in multiple locations.	Listed in Section 5.d.2. Criteria for TT: Section 6 lists teaching, scholarship, service, and professionalism under Annual Review. Criteria for NTTF: Section 4.2.d Committee on Prom. Of NTTF
Marketing and Supply Chain Management	Link to Dept. Webpage	Jan 2018	Appendix	¶I.A	Yes. ¶III.C	None listed	None listed	MFE Cited e.g. III.A	

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 NTTF	Remove References to MFE	Notes
College of Communication and Information	Link to Dept. Webpage	April 2021.	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	Not included	None listed	

UTK-UTIA College and Department Bylaws Audit

Updated: 16 February 2023

Advertising and Public Relations	LINK	October 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	Not included	Pages 2 and 5	
Communication Studies	Link to Dept. Webpage	Dec. 2021	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)	Yes. B.5, C.1. Page 12 D.	No. Need to remove references on page 9 and 13. Still listed	
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 712 Tenure and Promotion Committee	Section 3 Appts and criteria as stated in FH	None listed	
Journalism and Electronic Media	Link to Dept. Webpage	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., assis. Prof., instructors, & lecturers who hold an apt. in the SoJEM." Page 2 Article II

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 NTTF	Remove References to MFE	Notes
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UTK-UTIA College and Department Bylaws Audit

Updated: 16 February 2023

College of Education, Health and Human Sciences	Link to College Webpage	April 2022	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>	Art. IV Section 4.1 Lists different titles for NTT	Section 5.5 mentions MFE	Tenure & tenure track = professor, assoc., assist. NTT = teaching faculty, research faculty, clinical faculty, practice faculty
Child and Family Studies	LINK	Nov. 2019	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	Lists titles of NTTF governed by appointment letters.	Listed in 1.4.1 annual evaluation of faculty	Faculty = tenure, tenure track, NTT research faculty and NTT clinical faculty
Educational Leadership and Policy Studies	Link to Dept. Webpage	Nov. 2020	Yes. Article 4.4 Page 10	Yes. Article 2.2 Page 3	Yes. Article 4.1 Page 6	Yes. Article V Page 14	Article IV		Bylaws located on website under "About ELPS"
Educational Psychology and Counseling	Link to Dept. Webpage	January 2018	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	Section 4.0 Appts, Eval, and Appeals for NTTF	Section 3.7	
Kinesiology, Recreation and Sport Studies	Link to Dept. Webpage	Jan 2023	Yes. Criteria by rank outlined in table on	Yes. Article 4.3 Page 5	Yes. Article 5.7 Page 9	Yes Article 4.1.2 Page 5 (Appointment) Article 7.1.5 &	Article 7.1.5 and 1.6	Removed	Faculty = Tenure and tenure track; NTTF;

UTK-UTIA College and Department Bylaws Audit

Updated: 16 February 2023

			Page 14			1.6 Page 11 (review) Page 16(Criteria/Expectations)			emeritus faculty Bylaws on website under "About Us" page
Nutrition	Link to Dept. Webpage	Feb. 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)	Article 1.1.2, 1.3.4, 1.3.4.2, 1.3.4.3 and 1.3.7 Promotion and Guidelines for Lecturer		Faculty = full time tenured or tenure track; emeritus faculty; joint appointment faculty NTTF = adjunct faculty
Public Health	Link to Dept. Webpage	Nov. 2022	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)	Article 1.3.4 only states selected to meet dept needs and renewed annually	Article 1.3.4, attachment A references MFE	Faculty = regular full time, emeritus faculty, joint appointment, temporary full time/part time, adjunct, NTT
Retail, Hospitality, and Tourism Management	Link to Dept. Webpage	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)	Article 1.4.3 selection of NTTF per FH Article 1.5.6 Eval of NTTF per FH		

UTK-UTIA College and Department Bylaws Audit

Updated: 16 February 2023

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	Section 3.04 NTTF	Article 3 MFE	Faculty = TT, tenured, NTT, NTT research faculty, & NTT clinical
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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 NTTF	Remove References to MFE	Notes
Tickle College of Engineering	No bylaws available online	April 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			Link does not work. No bylaws available online.
Chemical and Biomolecular Engineering	Link to Dept. Webpage	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	No	Page 8	

UTK-UTIA College and Department Bylaws Audit

Updated: 16 February 2023

<p>Civil and Environmental Engineering</p>	<p>Link to Dept. Webpage</p>	<p>April 2018</p>	<p>Yes. "Department Individual Performance Expectations" Table</p>	<p>Yes. Article I.B. Page 1</p>	<p>Yes. Article II.B Page 5</p>	<p>Yes. Article III Page 7 for Review and Article IV Page 9 for Appointment</p>	<p>No</p>	<p>Page 6, and page 7</p>	<p>Definition of "Faculty" includes NTTF *Does not refer to any of the promotion guidelines for College of Engineering documents</p>
<p>Min H. Kao Department of Electrical Engineering & Computer Science</p>	<p>Link to Dept. Webpage</p>	<p>April 2018</p>	<p>Yes. Page 12</p>	<p>Yes. Article I.2 Page 1</p>	<p>Yes Article III.2 Page 5</p>	<p>Yes. Article III.2 Page 5 (appointment) and Promotion process Article III.3</p>	<p>No</p>	<p>Pages 5 through 10</p>	<p>*Does refer to "the College of Engineering Criteria, Expectations, and General Procedures Relating to Annual Faculty Review, Tenure, and Promotion" (Article III.3)</p>
<p>Industrial and Systems Engineering</p>	<p>Link to Dept. Webpage</p>	<p>April 2018</p>	<p>Yes. Appendix B Page 11</p>	<p>Yes. Article 1.2 Page 2</p>	<p>Yes Article III.2.A Page 6</p>	<p>Yes Article III.2. B Page 6 (appointment)</p>	<p>No</p>	<p>Page 2 and page 7</p>	<p>*Does not specifically refer to College of Engineering General</p>

UTK-UTIA College and Department Bylaws Audit

Updated: 16 February 2023

						and Article III.3 Page 6 (review)			Guidelines document
Materials Science and Engineering	Link to Dept. Webpage	May 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)	No	Page 6, 7, 12 and 13	Definition of "Faculty" includes NTTF
Mechanical, Aerospace, and Biomedical Engineering	LINK	Oct. 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	No	Yes	Definition of "Faculty" includes NTTF
Nuclear Engineering	Link to Dept. Webpage	July 2021	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	No	Page 5 and 6	Definition of "Faculty" includes NTTF *Does refer to UT College of Engineering Guidelines

UTK-UTIA College and Department Bylaws Audit

Updated: 16 February 2023

									for Tenure and Promotion Review Process
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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 NTTF	Remove References to MFE	Notes
Space Institute	No bylaws available online	March 2018	No.	Yes. Only committee members my vote page 3	No.	No. Schedule for Promotion Review		Links to FEM; COEngineer. Guidelines for promotion, faculty appts, and lecturer promotion	

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 NTTF	Remove References to MFE	Notes
College of Law	Link to College Webpage	2017	Yes. Page 11 Article 2.9.5 Refers to guidelines set forth in Manual for Faculty	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	Section 3.14 NTTF "positions which are not full time"		

UTK-UTIA College and Department Bylaws Audit

Updated: 16 February 2023

			Evaluation. Also, specific criteria by rank for promotion included in Article 2.10 and 2.11						
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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 NTTF	Remove References to MFE	Notes
Libraries	No bylaws available online	Oct. 2017	Yes -- Promotion & Tenure Criteria for Library Faculty	Yes. Page 3 Article IV	Yes. Page 7 Article VI. 3	Yes. Page 8 Article VIII			Did not review

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 NTTF	Remove References to MFE	Notes
College of Nursing	LINK	Sept. 2021	Yes, addressed in the Evaluation, Promotion and Tenure Guidelines document	Yes. Page 7 Article III	Yes. Page 7 Article III.A	Yes, addressed in the Guidelines for Clinical Faculty	Yes. see section 4.5.2.	No references listed.	

UTK-UTIA College and Department Bylaws Audit

Updated: 16 February 2023

			revised in August 2014- Revised Fall 2018			Appointment, Evaluation, and Promotion. Revised in 8-16-2013-2/4/19			
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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 NTTF	Remove References to MFE	Notes
College of Social Work	Link to Dept. Webpage	April 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 process) refers to UT Faculty Handbook and CoSW Policies and Procedures	No mention		

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 NTTF	Remove References to MFE	Notes
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UTK-UTIA College and Department Bylaws Audit

Updated: 16 February 2023

College of Veterinary Medicine	No bylaws available online	May 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)	Sections 3.2.1 through 3.2.8	Section 2	
Biomedical and Diagnostic Sciences	Link to Dept. Webpage	Dec. 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)	No criteria for rank for NTTF		Need to delete link to old Faculty Senate bylaws directory
Large Animal Clinical Sciences	Link to Dept. Webpage	Sept 2021	Section 3	Yes. Page 1 Article 2.1. Section 2.5 and 2.6 Dept membership and voting privileges	No Section 3.3	No	Sections 3.2 - 3.2.3.3 NTTF	Listed in Section 3	*Will update bylaws after College bylaws are updated

UTK-UTIA College and Department Bylaws Audit

Updated: 16 February 2023

Small Animal Clinical Sciences	No bylaws available online	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.	Not listed		*Will update bylaws after College bylaws are updated
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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 NTTF	Remove References to MFE	Notes
Bredesen Center Faculty Handbook The Bredesen Center has no dedicated faculty lines, with all faculty	No bylaws available online Unlisted on Bylaws Website	Spring 2021	No. The description of faculty and criteria for joint faculty appointment on pages 10-11 are not clear	No. The Bredesen Center has no mechanism for shared governance in this handbook.	Yes. A process for selecting UTK faculty to joint appointments is addressed on pages 1112.	Yes. An appointment process for ORNL researchers is addressed on pages 11-12.	No. See note regarding criteria for Tenure-Track faculty.	Yes. No MFE references exist.	The Policy on Directing Doctoral Dissertations on page 12 should note that the UTK Graduate School limits directing doctoral

UTK-UTIA College and Department Bylaws Audit

Updated: 16 February 2023

appointed in a joint arrangement. The fields in the bylaws audit may not clearly apply to their operations as reflected in this faculty Handbook.			whether faculty members hold a tenure track position in a UT academic unit or hold a research appointment at ORNL.						dissertations to tenurestream faculty members. Page 24 includes a record of revisions to the handbook, but does not include a process for review and approval of revisions by the faculty.
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