

To: Andrew Wright, UALR Faculty Senate President

From: Faculty Appeals Council and Committee on Tenure

Members Present: T. Tudor (Chair of Faculty Appeals), C. Gilbert, D. Rose, K. Russ, L. Foster, M. Hall, S. Premeaux, J. Bell, G. Anderson, K. Olson, D. Montague , T. Clifton

Date: 4/22/15

Subject: Committee Response to Motion FS_2015_12 and Motion FS_2014_14 Concerning a Rewrite of Faculty Appeal Policies and Processes.

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At the formal request of Andrew Wright (UALR Faculty Senate President), the Faculty Appeals Council along with the Committee on Tenure (members also serve on faculty appeals) met to review and make recommendations on Motion FS_2015_12 and Motion FS_2104_14 that were new business on the Faculty Senate Agenda of March 13, 2015.

These motions would create a new Judicial Policy with a new Judicial Advocacy Council and would replace current faculty appeal policies and processes. If passed, these motions would create extensive changes to faculty appeals.

After a review of these motions, the committee unanimously recommends that both motions be rejected. While committee members do agree that the faculty appeals process does need examination, with particular attention to oversight, members felt that the proposed Judicial Policy did not address some of our concerns with faculty appeals and that the proposal created too much ambiguity and complexity that would be hard to properly operationalize. While we do agree that the protection of due process and the following of appeal policies are important concerns, we are not convinced that the proposal properly deals with these concerns.

The committee recommends that the Faculty Senate form a representative Ad-Hoc Committee to address the efficiency, effectiveness, and fairness of faculty appeal policies and processes. It is recommended that membership include members with experience with faculty appeals along with representative members from across campus. It is recommended that Human Resources have an applicable representative as this unit is also involved in discrimination and University Code of Ethical Conduct complaints that involve faculty rights and appeals.