



FACULTY SENATE

TO: Ann Bain, Provost and Executive Vice Chancellor, University of Arkansas at Little Rock
FROM: Amanda Nolen, President of the UA Little Rock Assembly and Faculty Senate
DATE: January 15, 2020
CC: Faculty Senate, Faculty Appeals Committee, Deans
SUBJ: Interpretation of Legislation: Promotion and Tenure Policy (403.15)

It has come to my attention that the language contained in the Promotion and Tenure Policy (403.15) related to the process of forwarding faculty appeals to the Faculty Appeals Committee is inconsistent and thus confusing. Specifically, the process of who is responsible for forwarding the appeal to the committee is described in sections 3.E when appealing a dean's decision and 3.F when appealing the provost's decision. The process is described again (but differently) in section 3.I Appeal to Faculty Appeals Committee (FAC).

The Faculty Senate Executive Committee met on January 14, 2020 to interpret Faculty Senate Legislation as this inconsistency has imminent implications as faculty promotion and tenure materials are making their way through the review process. We agreed that for the 2019-20 academic year, the process would follow that described in 3.I:

“3. I. Appeal to Faculty Appeals Council (FAC)

The candidate has the option of submitting one and only one appeal to the Faculty Appeals Council. The appeal may be initiated after a negative decision by either the dean or provost. If the dean's decision is negative and the candidate does not initiate an appeal, he or she reserves the right to appeal after the provost's decision, providing that decision is also negative.

The appeal is in letter form. However, the candidate may include limited supporting materials that bear direct relevance to earlier decisions. The supporting materials are considered part of the appeal and are forwarded with the letter.

Appeal after the Dean's Decision. To initiate the option of appeal at this point, the candidate must notify the provost within five business days after receiving the dean's negative decision. The candidate also provides a copy of the notification to the dean. Within ten business days of receiving the dean's decision, the candidate must submit the appeal to the provost. The provost forwards the appeal to the chair of the Faculty Appeals Council upon completion of the FAC's deliberations; the chair of the FAC forwards the committee's findings to the provost.

Appeal after the Provost's Decision. To initiate the option of appeal at this point, the candidate must notify the chancellor within five business days after receiving the provost's negative decision. The candidate will also provide a copy of the notification to the provost. Within ten business days of receiving the provost's decision, the candidate must submit the appeal to the chancellor. The chancellor forwards the appeal to the chair of the FAC. Upon completion of the FAC's deliberations, the chair of the FAC forwards the committee's findings to the chancellor.”

The executive committee will bring the matter to the faculty senate as soon as possible to make the necessary changes to unify the appeal process moving forward.