

To: UFC  
 From: Alex Tanford, Policy Review Committee Chair  
 Date: November 15, 2021  
 Re: Review of ACA-17, Standards for Faculty Boards of Review

The Policy Review and Faculty Affairs Committees are reviewing ACA-17, Standards for Faculty Boards of Review, which has not been updated in over 20 years. We seek the input of the UFC on the following issues to help guide the process.

1. Who should be able to sit on a FBR? Current practice is that they be tenure-eligible faculty, and that a majority be tenured (presumably better able to resist administrative pressure). Do we allow or exclude NTT faculty and probationary faculty, and do we continue to require that a majority be tenured?
2. Who should be able to bring a grievance? All academic appointees, or do we exclude adjuncts, academic specialists, and/or visiting/acting faculty?
3. What is the optimal time frame that gives parties adequate time at each stage but reaches a final result withing a reasonable time? Possible deadlines for the various stages are set out below for 11-weeks, 14.5-weeks, and 18-weeks.

	<u>11 wks</u>	<u>14.5 wks</u>	<u>18 wks</u>
Complaint filed	0	0	0
Response due	2 wks	2.5 wks	3 wks
Hearing held	4 wks	5 wks	6 wks
FBR recommendations issued	1 wk	1.5 wks	2 wks
1st administrator decision	2 wks	2.5 wks	3 wks
Time to file an appeal	1 wk	1.5 wks	2 wks
Provost/Chanc. final decision	1 wk	1.5 wks	2 wks

4. FBRs in promotion/tenure cases are limited to review of the procedures because board members lack the expertise to judge the merits. Should this limitation apply to salary grievances?
5. What should the policy say about lawyers? Are they prohibited, allowed to consult with grievant but not participate, allowed to participate with consent of the Board, or allowed to participate as a matter of right?
6. Should the policy limit the role of university counsel and/or the Title IX officer because they may tend to support their fellow administrators and/or have too much influence, or are they helpful to the process?
7. How much time after an adverse administrative action does a grievant have to file a complaint? Current policies vary from 30 days to 1 year.
8. May a FBR dismiss a complaint without giving the grievant a hearing, and if so, what standards should guide that decision?