

Memo to: Faculty of Union College
From: Linda Stanhope, Chair of the Faculty Executive Committee
Re: Proposed Amendments to the Appeals Language in the Faculty Constitution
Date: April 21, 2009

In June 1998 a proposal was sent to the faculty from the Dean of the Faculty and the Chairs of the Faculty Review Board and the Faculty Appeals Committee. The proposal included recommended changes in the administration's role in the procedures for appealing negative determinations regarding reappointment and tenure. The policy was discussed in the fall of 1998 and was subsequently adopted during the 1999-2000 academic year. It can be found in the Faculty Manual on line at the Academic Affairs web site (FM II, p. 22). At the time the proposal was adopted, the relevant language in the Faculty Constitution (FM IV) regarding appeals was never modified to reflect the changes. The FEC wishes to correct that oversight. Below I am reprinting the two passages from the Faculty Constitution that mention appeals, followed by our proposed revisions (revisions are in bold). The FEC believes that the proposed changes will bring the Faculty Constitution's language in line with the procedures that were adopted by the Faculty during the 1999-2000 academic year.

From the current Faculty Constitution (FM IV):

VI. FACULTY REVIEW BOARD

E. RIGHT TO APPEAL (FM IV, p. 12)

A faculty member may request the Faculty Appeals Committee to review a determination by the Faculty Review Board or the President regarding pre-tenure contract renewal or tenure, according to procedures set forth in the Faculty Manual.

VII. FACULTY APPEALS COMMITTEE

B. RESPONSIBILITIES (FM IV, p. 14)

The Faculty Appeals Committee shall consider petitions by faculty members to review determinations by the FRB or the President regarding pre-tenure contract renewal or tenure.

Proposed revisions to the Faculty Constitution (changes are in bold):

VI. FACULTY REVIEW BOARD

E. RIGHT TO APPEAL

A faculty member may request the Faculty Appeals Committee to review a determination by the Faculty Review Board or the **Dean of the Faculty** regarding pre-tenure contract renewal or tenure, according to procedures set forth in the Faculty Manual.

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B. RESPONSIBILITIES

The Faculty Appeals Committee shall consider petitions by faculty members to review determinations by the FRB or the **Dean of the Faculty** regarding pre-tenure contract renewal or tenure.