

Faculty Handbook
Revisions for 2020-21

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Black = Existing *Handbook* language

Red = Proposed new *Handbook* language

Faculty Handbook Revisions for 2020

The following recommended Faculty Handbook revisions are the result of actions by the Faculty Senate and approvals by the Provost during the academic year 2020-2021.

Item 1: Section 7.3.4 Committees (7.3.4.2 Admissions Committee)

Section 7.3.4 Committees (7.3.4.2 Admissions Committee) Approved by Faculty Senate on December 7, 2020.

Explanation: Reorganization of Enrollment Management makes the inclusion of the Director of Transfer Recruitment and Retention timely and important.

- (a) Members on Committee: 13 members consisting of 7 faculty, with one representing the School of Music and with representation from at least three of the following colleges and schools: Arts & Sciences, Fine & Applied Arts, Business, Education, Health Sciences, Honors College; 3 staff representatives, one from each of the following units: Learning Assistance Program, Student Athlete Services, Office of Disability Services, Student Development; and 3 undergraduate students. The Associate Vice Chancellor for Enrollment Management and the Director of Admissions shall serve as ex officio non-voting members. The Associate Vice Chancellor for Enrollment Management will convene the first meeting and facilitate the selection of a chair, or co-chairs, from among the voting members of the committee.

- (a) Members on Committee: 13 members consisting of 7 faculty, with one representing the School of Music and with representation from at least three of the following colleges and schools: Arts & Sciences, Fine & Applied Arts, Business, Education, Health Sciences, Honors College; 3 staff representatives, one from each of the following units: Learning Assistance Program, Student Athlete Services, Office of Disability Services, Student Development; and 3 undergraduate students. The Associate Vice Chancellor for Enrollment Management, ~~and~~ the **Senior** Director of Admissions, ~~and the Director of Transfer Recruitment and Retention~~ shall serve as ex officio non-voting members. The Associate Vice Chancellor for Enrollment Management will convene the first meeting and facilitate the selection of a chair, or co-chairs, from among the voting members of the committee.

Item 2: Section 3.8 Tenure Eligible Academic Ranks (3.8.3.1)

Section 3.8 Tenure-Eligible Academic Ranks (3.8.3.1). Approved by Faculty Senate on December 7, 2020.

Explanation: It provides flexibility and autonomy to faculty to elect the criteria under which they are evaluated for promotion and tenure, those currently in effect or those in effect at the time of hire.

3.8.3.1 A faculty member appointed to the tenure-track as an assistant professor, or as an associate professor without tenure, will be bound by the department’s criteria for promotion to associate or tenure in effect at the time of hire.

3.8.3.1 A faculty member appointed to the tenure-track as an assistant professor, or as an associate professor without tenure, ~~will be bound by the department’s criteria for promotion to associate or tenure in effect at the time of hire~~ may elect to be evaluated under either their department’s current criteria for promotion and tenure or the criteria that were in effect at the time of hire.

Item 3. Section 7.5 University Councils (7.5.24 Honors College Council and 7.5.24.1)

Section 7.5 University Councils (7.5.24 and 7.5.24.1). Approved by Faculty Senate on January 25, 2021.

Explanation: Although Honors College serves students and faculty from every college, it has not had a representative university-wide faculty and student council.

7.5.24 Honors College Council

The Honors College Council formulates and recommends policies and initiatives for the Honors College, in matters including, but not limited to, governance, curriculum and program design, student and alumni affairs, development, strategic planning, and assessment. (Dean of the Honors College)

7.5.24.1 Membership includes at least one faculty member of any rank from each college and school and from University Libraries (seven total) serving staggered three-year terms, and five to seven Honors College students elected annually by Honors College student organizations, currently the Appalachian Honors Association, Chancellor’s Scholars, Honors College Peer Mentors, Honors College Vanguard Ambassadors, and Honors College SGA representatives.

Item 4: Section 7.5 University Councils (7.5.25 and 7.5.25.1 Departmental Honors Program Council)

Section 7.5 University Councils (7.5.25 and 7.5.25.1 Departmental Honors Program Council). Approved by Faculty Senate on January 25, 2021.

Explanation: This change establishes the council as an official University Council, making it part of the university's shared faculty governance architecture.

7.5.25 Departmental Honors Program Council

The Departmental Honors Program Council (formerly the “Honors Council”) recommends policies and initiatives for departmental, major, and college Honors programs campus-wide (‘Honors in the major’), actively seeks to establish, and approves, new departmental and college Honors programs, provides professional development for departmental and college Honors program directors, considers and votes on all proposals for curricular changes in departmental and college Honors programs, and consults when asked on Honors College initiatives. (Dean of the Honors College)

7.5.25.1 Membership includes all departmental, major, and college Honors program directors.

Item 5: Section 4.13 Appointment and Review of Academic Administrators (4.13.2 Review)

Section 4.13 Appointment and Review of Academic Administrators (4.13.2 Review). Approved by Faculty Senate on January 25, 2021.

Explanation: IRAP will continue to assist with the evaluation survey and data collection but convening the first meeting is best suited to the Vice Provost for Faculty Policies and Development.

4.13.2 Review. The chancellor or the chancellor’s designee will provide for periodic review of administrators. The director of Institutional Research, Assessment and Planning (IRAP) will convene the first meeting of each reading committee and will facilitate the selection of a chair, or co-chairs, from among the committee members.

4.13.2 Review. The chancellor or the chancellor’s designee will provide for periodic review of administrators. The ~~director of Institutional Research, Assessment and Planning (IRAP)~~ Vice Provost for Faculty Policies and Development will convene the first meeting of each reading

committee and will facilitate the selection of a chair, or co-chairs, from among the committee members.

Item 6: Section 2 Administrative Structure of the University (2.12 The Faculty Director or Coordinator of a Program, Center, or University Libraries)

Section 2 Administrative Structure of the University (2.12 The Faculty Director or Coordinator of a Program, Center, or University Libraries). Approved by Faculty Senate on January 25, 2021.

Explanation: Unlike chairs, there are currently no term limits for Program and Center Directors or Coordinators. Without this language, faculty members who report to Directors or Coordinators have no opportunity to review their supervisor and have no knowledge of or input into who will fill their supervisor's position.

2.12. The Faculty Director or Coordinator of a Program, Center, or University Libraries

The faculty Director or Coordinator of any academic program, center, or University Libraries who has faculty direct reports or who coordinates instruction by the faculty, within or outside an academic department, must be evaluated under a policy, developed and approved by the department, program, and/or center faculty, along with the direct supervisor of the Director or Coordinator, specifying how this position will be filled, evaluated, reviewed, renewed, and dismissed. The annual review will be conducted by the direct supervisor of the faculty Director or Coordinator. In addition, faculty Directors/Coordinators of Programs/Centers who have faculty direct reports shall follow the guidelines listed for Department Chairs in section 2.8.

Item 7: Section 2 Administrative Structure of the University (2.8 The Departmental Chair).

Section 2 Administrative Structure of the University (2.8 The Departmental Chair). Approved by Faculty Senate on January 25, 2021.

Explanation: Additional language needed due to inclusion of 2.12 for The Faculty Director or Coordinator of a Program, Center, or University Libraries.

2.8 The Departmental Chair

Departments are integrally related to their colleges and to the total University and at the same time are separate units with viable and justifiable functions all their own. A given department must, therefore, be well organized to function properly within the full life of the academic community and within its own special commitment. Each department must provide the setting in which competent persons are able to realize their professional capabilities and make their most creative contributions to their students, colleagues, and society. Members of the department

should experience freedom, have the power to articulate goals, and accept accountability to themselves, to others, and to the scholarly discipline in which they work. The department has an appointed chair with the general responsibility for guiding the department toward selected goals. It is the specific responsibility of the chair to:

- (a) participate in the development of University policies and be responsible for their communication and implementation at the department level;
- (b) communicate the needs of the department (personnel, space, fiscal) to the appropriate administrative units;
- (c) serve as an advocate for the department and represent the department in the University, the community, to appropriate external agencies, and at meetings of learned and professional societies;
- (d) prepare an annual report to the chancellor in consultation with the faculty of the department;
- (e) provide leadership in the recruitment and appointment of faculty members;
- (f) arrange effective and equitable distribution of faculty responsibilities, including:
 - (i) teaching duties and committee assignments within the department;
 - (ii) evaluate and counsel with all departmental faculty members concerning the performance of their duties;
- (g) encourage and support good teaching, scholarly activity, and professional development within the department;
- (h) initiate, in consultation with the appropriate faculty committee recommendations for appointment, reappointment, promotion, tenure, and dismissal in accordance with the University and college policy;
- (i) endeavor to maintain faculty morale by reducing, resolving, or preventing conflicts;
- (j) make salary recommendations in accordance with University and college guidelines;
- (k) organize and coordinate the departmental faculty and staff in developing, implementing and evaluating short and long-range departmental goals, objectives, standards, and programs;
- (l) work with the faculty to develop standards, curricula, and procedures, which provide adequate preparation of graduates for professional or further academic endeavor;
- (m) provide for appropriate advisement of students majoring in the department;

- (n) provide leadership in supporting equality of opportunity and the protections available to members of the University community under all applicable laws;
- (o) manage the departmental resources, including the budget, in accordance with college and University guidelines;
- (p) participate in planning capital improvements and maintenance of physical facilities;
- (q) endeavor to secure and maintain adequate supplies, materials, and equipment for the department;
- (r) supervise the departmental support staff; and
- (s) lead full departmental meetings (with the exception of PTC meetings) and ensure that formal agendas be sent out ahead of time and that minutes be approved at the next departmental meeting.

Faculty Directors and Coordinators of Programs/Centers who have faculty direct reports shall follow all of the above applicable guidelines for department chairs.

Item 8: Section 7.3.4 Committees (7.3.4.17 University Scholarships Selection Committee [USSC]):

Section 7.3.4 Committees (7.3.4.17 University Scholarships Selection Committee [USSC]).
Approved by Faculty Senate on February 8, 2021.

Explanation: Deleting this committee and creating a council instead (see 7.5.16) serves to leverage our unrestricted scholarship funds in ways that strategically support recruitment.

~~7.3.4.17 University Scholarships Selection Committee (USSC) Members on Committee: 22 members consisting of 14 faculty (at least two from each of the five degree-granting colleges and at least one each from the School of Music and the Library), 4 staff (engaged in student development) and 4 graduate students. Each member will serve a three-year term. The Director of University Scholarships shall serve as ex-officio non-voting member. The Associate Vice Chancellor for Enrollment Management will convene the first meeting and facilitate the selection of a chair, or co-chairs, from among the voting members of the committee. The committee reports to the provost and executive vice chancellor. Areas of Responsibility: Define assessment criteria, review scholarship applications and identify award recipients for selected academic scholarships administered by the office of the Associate Vice Chancellor for Enrollment Management.~~

Item 9: Section 7.5 University Councils (7.5.16 Scholarship Advisory Council)

Section 7.5 University Councils (7.5.16 Scholarship Advisory Council). Approved by Faculty Senate on February 8, 2021.

Explanation: This creates a Scholarship Advisory Council instead of having 7.3.4.17 (the University Scholarships Selection Committee). Note: This is in alphabetical order so pushes Strategic Planning Advisory Council and subsequent councils after that one down to the next number, i.e., 7.5.17, 7.5.18, etc.

7.5.16 Scholarship Advisory Council

The Scholarship Advisory Council determines policies and procedures for scholarship administration and evaluative structures to ensure scholarships are being utilized to meet strategic initiatives as outlined in Appalachian's Strategic Plan. The Council's members will be appointed by the Provost, except for the three faculty members serving on the committee, who will consist of: the chair of the Admissions Committee; a member of the Faculty Senate's Academic Policy committee; one faculty member appointed by the Faculty Senate for a three-year term. The charge to the Scholarship Advisory Council includes the following:

- Meet at least once per semester to review and evaluate recommendations and progress towards meeting enrollment goals as outlined in the Strategic Plan.
- Research and identify the appropriate funding level for merit scholarships compared to cost of attendance for students to better attract targeted students to Appalachian.
- Make budget allocations for New River Light and Power and Bookstore funded merit scholarships based upon strategic initiatives. Distributions should be made by percentage for varying populations (e.g., transfer, international, diverse, academic profile, etc.).
- Review annual report of yield rates for scholarships offered.
- Monitor yield rates over time and make adjustments in scholarship allocations after three years based upon evaluation results of effectiveness of scholarships in yielding targeted students.
- Recommend innovative scholarships programming (e.g., "Leadership in Community Service", "Leadership in Environmental Sustainability") and targeted recruitment of students who demonstrate this affinity.
- Advise the Sr. Director of Student Financial Aid and University Scholarships in identifying processes and procedures for more effectively administering the continuing student scholarships that are awarded by academic departments.
- Identify processes and procedures for more effectively administering study abroad scholarships to achieve goals outlined in the Quality Enhancement Plan.

Item 10: Section 7.2 Faculty Senate Committees (7.2.2 Athletics Committee).

Section 7.2 Faculty Senate Committees (7.2.2 Athletics Committee). Approved by Faculty Senate on March 1, 2021. The committees are listed in alphabetical order.

Explanation: This faculty committee will focus on faculty affairs and the university's academic mission, such as facilities sharing and usage, and athletics policies or initiatives that impact academics. Note: This adds a new entry and will push the current 7.2.2 and subsequent committees after that one down to the following number, i.e., 7.2.3, 7.2.4, etc.

7.2.2 Athletics Committee:

- (a) fosters the faculty's ability to address how matters in Athletics impact the University's academic mission, faculty affairs, and faculty autonomy as pertaining to the academic mission;
- (b) considers concerns of faculty pertaining to Athletics;
- (c) the University's Faculty Athletics Representative will serve as an ex-officio, nonvoting member; and
- (d) the chair of the Athletics Committee will serve as an ex-officio, nonvoting member of the University Athletics Council.

Item 11: Section 4.13.4 Appointment and Review of Department Chairs (4.13.4.1.1, 4.13.4.1.3, and 4.13.4.4.2)

Sections 4.13.4 (4.13.4.1.1 and 4.13.4.1.3, and 4.13.4.4.2). Approved by Faculty Senate on April 12, 2021.

Explanation: Allowing NTTs to vote for and serve on Departmental Chair Search Committees and on the reopening of the Department Chair position. These changes allow tenure-track faculty, tenured faculty, and senior lecturers to participate in chair search committees, and also allow departments to include in search committees other faculty (who, according to the Faculty Constitution, have voting rights).

4.13.4.1 Constitution of the Departmental Chair Search Committee

4.13.4.1.1 The departmental chair search committee shall consist of:

- (a) six (6) members of the department elected by the faculty of the department (as defined in Article II, Section 3. of the Faculty Constitution); and
- (b) a member of an allied department appointed by the dean of the college/school. The department may forward suggestions for consideration.

4.13.4.1.1 ~~The departmental chair search committee shall consist of: (a) six (6) members of the department elected by the faculty of the department (as defined in Article II, Section 3. of the Faculty Constitution);~~ Departments shall establish a standard method for creating chair search committees, establishing the size and membership of the committees from among the voting-eligible members of the department (as defined in Article I and Article II of the Faculty Constitution). At minimum, tenure-track faculty, tenured faculty, and senior lecturers shall be eligible to vote for and serve on search committees. ~~The overall composition ratio of the departmental chair search committee must adhere to Handbook 4.13.4.1.3 and also include (b) a member of an allied department appointed by the dean of the college/school.~~ The department may forward suggestions for consideration.

4.13.4.1.3 The ratio of tenured to non-tenured will be 4:2, whenever possible.

4.13.4.1.3 The ratio of tenured to non-tenured will be 4:2, whenever possible, ~~with no more than one non-tenure track faculty member for every six members of the committee.~~

4.13.4.4.2 At that designated time, the dean will inform the faculty and the departmental chair that the periodic reopening of the position is taking place. The faculty of the department shall assemble, without the departmental chair, to discuss the future of the department and its leadership. Before this meeting is adjourned and while a quorum exists, departmental faculty (as defined in Article II, Section 3 of the Faculty Constitution) shall vote by secret ballot on whether to recommend to the dean that the department seek candidates for the position of departmental chair or that the department continue with the current chair for an additional term of three years. A simple majority shall be required. The result of this vote (the number of yeas, nays, or abstentions) shall be communicated to the dean of the college, and the dean will share the results with the departmental chair. After consulting with all EPA and SPA personnel working at least .75 time in the department, the dean shall recommend to the provost and executive vice chancellor whether the department should seek candidates for the position of departmental chair or continue with the current chair for an additional term of three years.

4.13.4.4.2 At that designated time, the dean will inform the faculty and the departmental chair that the periodic reopening of the position is taking place. The faculty of the department shall assemble, without the departmental chair, to discuss the future of the department and its leadership. Before this meeting is adjourned and while a quorum exists, ~~the departmental faculty whom the department policy includes as eligible to serve on their departmental chair search committees (see 4.13.4.1.1) (as defined in Article II, Section 3 of the Faculty Constitution)~~ shall vote by secret ballot on whether to recommend to the dean that the department seeks candidates for the position of departmental chair or that the department continue with the current chair for an additional term of three years. A simple majority shall be required. The result of this vote (the number of yeas, nays, or abstentions) shall be communicated to the dean of the college, and the dean will share the results with the departmental chair. After consulting with all

~~EPA EHRA~~ and ~~SPA SHRA~~ personnel working at least .75 time in the department, the dean shall recommend to the provost and executive vice chancellor whether the department should seek candidates for the position of departmental chair or continue with the current chair for an additional term of three years.

Item 12: Section 7.5 University Councils (7.5.5 Council of Chairs)

Section 7.5 University Councils (7.5.5 Council of Chairs) Approved by Faculty Senate on April 12, 2021.

Explanation: The principle of inclusion on Council of Chairs is based on who has faculty direct reports, so the updated wording makes a more enduring change based on the principle/reasoning behind inclusion on Council of Chairs so that all faculty have representation through Council of Chairs.

7.5.5 Council of Chairs

The Council of Chairs is composed of all academic departmental chairs, the dean of the Library or associate dean of the Library, the assistant or associate dean of Music, the director of Appalachian Studies, and, on an ex-officio and non-voting basis, the chair of the Faculty Senate. The function of the council is to gather and exchange information and make recommendations on behalf of the departmental chairs of Appalachian State University. (Provost and Executive Vice Chancellor)

7.5.5 Council of Chairs

The Council of Chairs is composed of all academic departmental chairs, the dean of the Library or associate dean of the Library, the assistant or associate dean of Music, ~~the director of Appalachian studies,~~ any academic program or center director who has faculty direct reports but no department chair to whom their position reports, and, on an ex-officio and non-voting basis, the chair of the Faculty Senate. The function of the council is to gather and exchange information and make recommendations on behalf of the departmental chairs of Appalachian State University. (Provost and Executive Vice Chancellor)

Item 13: Section 7.3.4 Committees (7.3.4.4 Awards Committee)

Section 7.3.4 Committees (7.3.4.4 Awards Committee) Approved by Faculty Senate on April 13, 2020.

Explanation: The Faculty Constitution makes it clear that faculty in an adjunct role cannot vote on these committees (see II.2). Academic Affairs has confirmed this interpretation.

7.3.4.4 Awards Committee

(a) Members on Committee: 19-15 faculty (3 from Arts and Sciences, 2 from Business, 2 from Education, 2 from Fine and Applied Arts, 2 from Music, 2 from College of Health Sciences, and 2 from the Library); 2 staff; and 2 students (one undergraduate and one graduate). Faculty composition can be any faculty, including adjunct and part-time. In the event a member of the committee wishes to seek an award, an alternate from her/his area will be recommended to the Faculty Senate by the Committee on Committees to serve for the duration of the awards process. The chair of the Faculty Senate or his/her designee, will convene the first meeting and facilitate the selection of a chair, or co-chairs, from among the voting members of the committee;

7.3.4.4 Awards Committee

(a) Members on Committee: 19–15 faculty (3 from Arts and Sciences, 2 from Business, 2 from Education, 2 from Fine and Applied Arts, 2 from Music, 2 from College of Health Sciences, and 2 from the Library); 2 staff; and 2 students (one undergraduate and one graduate). Faculty composition can be any ~~voting-eligible faculty, including adjunct and part-time faculty~~. In the event a member of the committee wishes to seek an award, an alternate from her/his area will be recommended to the Faculty Senate by the Committee on Committees to serve for the duration of the awards process. The chair of the Faculty Senate or his/her designee, will convene the first meeting and facilitate the selection of a chair, or co-chairs, from among the voting members of the committee;

Item 14: Title change – Vice Provost for Faculty Affairs - various places in the Faculty Handbook

Explanation: The title Vice Provost for Faculty Affairs needs to be updated to Vice Provost for Faculty Policies and Development in the Faculty Handbook.

Item 15: Section 4.13 Appointment and Review of Academic Administrators (4.13.2.1.3 Dean Evaluations)

Section 4.13 Appointment and Review of Academic Administrators (4.13.2.1.3 Dean Evaluations)
Approved by Faculty Senate on April 26, 2021

Explanation: The proposal is to request staff’s input into deans’ evaluations.

4.13.2.1.3 Dean Evaluations

(a) All faculty in a college will be provided the opportunity to evaluate the dean of that college.

(h)) The provost and executive vice chancellor will notify the faculty in the dean’s unit when the process is complete.

4.13.2.1.3 Dean Evaluations

(a) All faculty **and staff** in a college will be provided the opportunity to evaluate the dean of that college.

(h) The provost and executive vice chancellor will notify the faculty **and staff** in the dean’s unit when the process is complete.

Item 16: Section 7.5 University Councils (7.5.8 Police and Campus Safety Advisory Council)

Section 7.5 University Councils (7.5.8 Police and Campus Safety Advisory Council). Approved by Faculty Senate on April 26, 2021.

Explanation: The proposal is from ASU Police Chief, Andy Stevenson, and has broad support. This will become 7.5.8 (councils are in alphabetical order), as it is a new addition and will move the current 7.5.8 and subsequent councils down in order.

7.5.8 Police and Campus Safety Advisory Council

The Police and Campus Safety Advisory Council will advise the Director of Public Safety/Chief of Police and the Appalachian State University Police Department. It will make recommendations on such matters as hiring, policing policies, police officer training topics, complaint resolution, and participate in local and national critical incident debriefings. The Council will meet as required, but at least once a semester, with the Director of Public Safety/Chief of Police serving as convener. The Council will consist of two faculty members, two staff members, and two students. Of the two faculty members, one will be a member serving on the Faculty Senate Campus Planning Committee (serving a renewable one-year term) and one will be selected by the Faculty Senate following the usual process for members of University Committees. Staff members will be drawn from the Staff Senate, each serving renewable one-year terms. Student members will be drawn from Student Government Association (SGA) cabinet members as assigned by the SGA.

Item 17: Section 7.3.4 Committees (Title IX and Sex-Based Misconduct Hearing Committee)

Section 7.3.4 Committees (7.3.4.12 Title IX and Sex-Based Misconduct Hearing Committee).
Approved by Faculty Senate on April 26, 2021.

Explanation: This committee fulfills both the federal Title IX requirement and the Appalachian State University Policy 112 requirement that faculty complainants and respondents in allegations of sex-based misconduct under Policy 112 receive a live hearing before an impartial person or panel of three (3) persons. This will move down in alphabetical order the Traffic Policy Committee (currently 7.3.4.12) and subsequent committees in this section.

7.3.4.12 Title IX and Sex-Based Misconduct Hearing Committee

The Title IX and Sex-Based Misconduct Hearing Committee fulfills both the federal Title IX requirement and the Appalachian State Policy 112 requirement that faculty Complainants and Respondents in allegations of sex-based misconduct under Policy 112 receive a live hearing before an impartial person or panel of three (3) persons.

The Committee shall be composed of faculty, staff, and student representatives. The faculty members shall consist of at least seven (7) full-time faculty members who serve on multi-year contracts, at least three (3) of whom shall be tenured faculty. Members of this Committee serve staggered 3-year terms and must commit to 20-30 hours of annual training to participate on the Committee. Nominees for this committee shall be screened by the Vice Provost for Faculty Affairs in consultation with the Title IX Coordinator or designee for any disqualifying records consistent with Policy 112 Sex-Based Misconduct Grievance Procedures. For this reason, and to preserve confidentiality, nominations shall not follow procedures for other at-large university and faculty committees; rather, nominations shall be routed directly to the Vice Provost for Faculty Affairs, who will then send the names of eligible nominees to the Committee on Committees to put on the ballot for the annual faculty-wide election.

In compliance with Policy 112 section C, faculty members of the Title IX and Sex-Based Misconduct Hearing Committee who have no conflict of interest or bias for or against complainants or respondents generally, or with respect to an individual complainant or respondent, as determined by the Title IX Coordinator and Vice Provost for Faculty Affairs, may serve on a Hearing Panel when a faculty member is either a complainant or respondent, or in other cases involving Appalachian personnel, if needed, at the discretion of the Title IX Coordinator or designee. These Hearing Panels adjudicate the allegations of sex-based discrimination under Title IX and under Appalachian Policy 112. The Chair of the Hearing Panel shall be selected by the Title IX Coordinator or designee, and shall ideally be a faculty member from the Title IX and Sex-Based Misconduct Hearing Committee for all cases involving a faculty respondent, absent extenuating circumstances such as the unavailability of any trained, impartial Committee members as determined by the Title IX Coordinator or designee.

At the completion of a hearing, the decision on responsibility, any associated sanctions, and information about appealing the decision will be sent to both parties consistent with Policy 112 Sex-Based Misconduct Grievance Procedures.