



UTAH VALLEY UNIVERSITY

Policies and Procedures

EQUITY ASSESSMENT COMMITTEE (EAC) FORM

Policy Number and Title: 646 Faculty Appeals for Retention, Tenure, and Promotion

Sponsor: Wayne Vaught, Hilary Hungerford

Steward(s): Jonathon Allred, Nizhone Meza

EAC Review: February 3, 2022

Owner Review: February 9, 2022

UVU Scope (Groups Impacted):

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| Adult learners | Pregnancy, pregnancy-related conditions |
| Age (40+) | Race and ethnicity |
| Color | Religion, spirituality, and worldviews |
| First-generation student status | Sex, gender identity, and gender expression |
| Individuals with apparent or non-apparent disabilities | Sexual orientation |
| National origin and citizenship status | Socioeconomic status |
| | Veteran status (including uniformed military status) |

Note: This form is for internal use only by the EAC and policy owners (sponsors, stewards, and coordinators). This form captures general equity concerns and those that impact the specific groups listed. This form will accompany the Stage 2 draft.

Section	Groups Impacted	General Equity	Equity Concern	Recommendation	Policy Owner Proposed Solution
4.3.1	Socio-economic status		This seems to present a socioeconomic imbalance, as some appellants may not be able to afford legal counsel while the appeals committee is assigned legal counsel from University General Counsel.	Faculty Senate put together and publish information for faculty members on what sources of legal aid or what resources (such as the Utah Bar Association or professional associations) are available to them through professional organizations.	We agree that Faculty Senate is the best place to house this information. Policy 646 now has the following language: "The RTP&A chair will provide information about legal aid or other resources available to them through professional organizations."



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5.6.11	Individuals with apparent or non-apparent disabilities		What about those who have hearing impairment?	Include an accessibility accommodation statement near the beginning of the policy. Have a member of OGC write this statement.	This is already required by federal law and our policy 152 on disability accommodations. We suggest putting the accommodation notice on a relevant website or informal information sheet explaining the process considering appeals, or make it a standard talking point for educating would-be appellants on the process. Policy 646 references 152 at the top.
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