



Know Your Rights!

Appealing Negative RTP Decisions to the Joint Appeals Board

In the case of a negative reappointment or tenure decision or a third negative promotion decision by the Provost, Article VII, Section 2 of the CBA (pp. 30-33) gives you the right to appeal to the Joint Appeals Board.¹

To initiate such an appeal, an affected Faculty member must file with the Office of the Provost on the forms they provide **within 15 days** of receiving official notification of the negative decision. **The appeal must include the following** (See VII.2.B):

- i. **The decision being appealed**
- ii. **The reasons why the appellant disagrees with the decision**
- iii. **An accounting of any procedural errors that were alleged to have occurred.**

At the time you initiate the appeal, you have the right to request a meeting with the Office of Faculty Affairs and Curriculum to discuss the procedures for the appeal and relevant University Policies before the appeal is transmitted to the Chair of the Joint Appeals Board.

According to Article VII, Section 2.F.5 (pp. 32-33) of the CBA, the decision by the Joint Appeals Board is forwarded to the President as **the final recommendation from the academic sector on the matter**. “Normally, the President will accept the recommendation and proceed accordingly except in compelling circumstances wherein the President believes the best interests of the University would not be served in accepting the recommendation”(VII.2.F.5).

You have the right to be assisted throughout your appeal by AAUP-KSU.

AAUP-KSU has a set of RTP counselors trained to assist you at all levels of your appeal. For assistance with an appeal of a negative RTP decision at any level call 330-673-9118.

In addition to cases involving negative reappointment/tenure/promotion decisions as outlined above, University Policies and Procedures Regarding Reappointment, Tenure and Promotion (addenda A-C of the CBA) specify the procedures for appealing other negative recommendations, such as those made at the unit, college, independent school, or regional campus levels to the next highest governance level. For more information concerning these levels of appeal, contact AAUP-KSU or the Associate Provost of Faculty Affairs and Curriculum.

¹ There is also an option of appealing directly to the President. However, in doing so, a Faculty member relinquishes all rights to have the matter heard by the Joint Appeals Board. See CBA IV.2.E, p. 32.