



Project Charter: Panels

Judge Foundry's Panels Project is tasked with the interview of candidates for Levels Four and Five to determine their fitness for promotion in relation to the qualities of a judge. This project is designated as a Critical Project.

The Panels Project uses the common project structure.

The project will be led by the Panels Manager. The Panels Manager must be a level five member of Judge Foundry.

The Panels Project is subordinate to the Judge Levels Project.

The Panels Manager will have autonomy to manage panels while complying with the bylaws and policies of Judge Foundry and instructions from the board of directors and the Judge Levels Manager. The board need not approve each decision about panel composition, panel structure, panel timing, or panel format.

The board of directors is explicitly forbidden from overturning the result of a panel. The Judge Levels Manager may not overturn the result of a panel unless, in the sole judgment of the Judge Levels Manager after consulting with the Panels Manager, that result was not reached in good faith. The Panels Manager will create a panel process that will not allow any one individual to deny a candidate a recommendation for advancement. The Panels Manager will create an appeal process for candidates who fail and believe the result was unfair. The appeal process will allow reexamination of the result, though the burden of proof is on the candidate to demonstrate, with a preponderance of the evidence, that the result was reached unfairly.

The board may task the Panels Manager with hosting panels for judges who are members of other judge programs. In the event that this happens, the Panels Manager will assume all their normal responsibilities for that panel, but will consult with the leadership of that judge's home program to determine any differences in requirements or responsibilities. At the option of the judge's home program, the Panels Manager may make a binding decision or a recommendation for advancement.

The duties of the Panels Manager are:

- to allocate funds as directed by the Board of Directors
- to recruit panel leads, panelists and observers, as deemed necessary, for each Level Four and Level Five panel
- to conduct panels for advancement in accordance with project procedures and the documented policy for each level
- to create documentation instructing panel members in how to perform their duties with the goal of creating fair and standardized results as much as possible, within the confines of the individual circumstances of panels

- to perform regular evaluation of the panel process and of panel leads with the goal of creating fair and standardized results
- to create a process for a candidate to appeal a failed panel result and to fairly handle that appeal
- to enter promotion info into JudgeApps, including advancement reviews, in a timely manner
- to communicate with the Social Media Project immediately after each successful panel, including a photo of the successful candidate
- to report the status of the project regularly to the Judge Levels Manager

The Panels Manager may not:

- appoint a person who is not a member of Judge Foundry to serve on a panel as a panel lead or panelist for a Judge Foundry candidate (though serving as an observer is acceptable)
- alter any provision on panels stated in Judge Foundry's bylaws or resolutions