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Policy re: Granting Departmental Tenure or Tenure-Track Status to Non-Departmental Hires

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Approved by the Senate: 4/21/2015
Not Approved by the Senate:
Approved by the President: 4/23/2015
Not Approved by the President:

Policy re: Granting Departmental Tenure or Tenure-Track Status to Non-Departmental Hires

Submitted by: Patricia Humphrey/Senate Executive Committee

4/14/2015

Motion:

Amend Section 209 (Tenure guidelines) in the Faculty Handbook from:

“In considering the tenure of an academic administrator (vice president, dean, department chair), the immediate supervisor must obtain the appropriate input from the academic department involved. Decisions regarding tenure of an academic administrator will be based upon the criteria outlined above and below and will be independent of administrative performance.”

Rationale:

These changes put into writing the verbally stated intent of administration on the potential impact of an individual originally hired as an administrator who decides to step back into a faculty line. Such administrators typically require an “academic home” upon hire, but have never actually served as faculty in that department. Upon stepping down, their “faculty line” shall be in addition to any that exist in the department.

Response:

Minutes: 4/21/2015: 1. MOTION: Policy re: Granting Departmental Tenure or Tenure-Track Status to Non-Departmental *Hires* (*Marshall Ransom, COSM, for Marc Cyr, CLASS*):

MOTION: Policy re: Granting Departmental Tenure or Tenure-Track Status to Non-Departmental *Hires* (*Marshall Ransom, COSM, for Marc Cyr, CLASS*): This motion involves two changes to the *Faculty Handbook*. Amend Section 209 (Tenure Guidelines) Should I read all the language in this motion?

Pat Humphrey (COSM) Senate Moderator: I think you would just read the motion.

Marshall Ransom (COSM): Okay. "Section 209 (Tenure Guidelines) "In considering the tenure of an academic administrator (vice president, dean, department chair), the immediate supervisor must obtain the appropriate input from the tenured faculty in the academic department involved. Decisions regarding tenure of an academic administrator will be based upon the criteria outlined above and below and will be independent of administrative performance."

"While such an individual holds the administrative position for which he or she was hired, his or her "faculty line" will in no way impact or circumvent the concerned department's ability to seek new and/or fill other tenure-track or tenured lines as needed to staff the department's programs." and the language related to this type of decision, administrative decision. Amend Section 222 of the Faculty handbook currently titled " (Salary for a Fiscal Year Administrative Employee Returning to an Academic Appointment as a Faculty member). First, To (amend the title) "Administrative Employees Returning to an Academic Appointment as a Faculty member. "The Board of Regents Policy Manual (§8.3.12.1 [correction 8.13.12.2](#)) states "When a fiscal year administrative employee returns to an academic appointment as a faculty member, the salary shall be determined on the same basis as other faculty members with similar rank and experience within the department to which he/she returns or in other similar positions within the institution."

"When such an individual leaves his/her administrative position and takes up a faculty line in the concerned department, that line will be supernumerary and will in no way impact or circumvent the department's ability to add new and/or fill other tenure track or tenured lines as needed to staff the department's programs."

The rationale “These changes put into writing the verbally stated intent of administration on the potential impact of an individual originally hired as an administrator who decides to step back into a faculty line. Such administrators typically require an “academic home” upon hire, but have never actually served as faculty in that department. Upon stepping down, their “faculty line” shall be in addition to any that exist in the department.”

Pat Humphrey (COSM) Senate Moderator: Once again, this is a motion from the SEC as a whole, so it does not need a second. Is there any discussion?

James Woods (CLASS): I'd like to, Marshall read that, he added a word in the first paragraph, the tenure of an academic department, it's not the actual motion.

Pat Humphrey (COSM) Senate Moderator: Excuse me, that was a change requested, I didn't get it in the, that was a new addition that was requested by Dr. Keel when he reviewed the motion.

James Woods (CLASS): Okay. I'm sorry, I just noticed the difference.

Pat Humphrey (COSM) Senate Moderator: That was a note that has been added since it was published.

Li Li (CHHS): Sorry that I was not there when SEC discussed this. Does this mean there will be an additional faculty line?

Pat Humphrey (COSM) Senate Moderator: In essence, yes.

Li Li (CHHS): Thank you.

Pat Humphrey (COSM) Senate Moderator: Put it this way. Motion has come through, I have not heard any quarrels from either Dr. Bartels or Dr. Keel about it. At this point, they both said “yes” when I showed them the motion that this was putting in writing. Any other discussion?

(Speaker did not identify themselves) sure, but the motion states that the Board of Regents Policy Manual states that and the Section is (§8.3.12.1). I think the section we are referring to is ([§8.3.12.2](#)), but then the quotes encompass the new material which is part of this motion which is not included in the Board of Regents Policy Manual. The Board of Regents Policy Manual stops before the sentence which reads “When such an employee leaves his/her academic position,” and so it may be best to move the quotation marks to make that clearer.

Pat Humphrey (COSM) Senate Moderator: It seems to me that is the case. Any other discussion? Seeing none, all in favor please say aye. Opposed? The motions carry.