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Approved by the Senate: 6/24/2008
Not Approved by the Senate:
Approved by the President: 7/2/2008
Not Approved by the President:

Probationary Credit and Hiring of Administrators

Submitted by: Jean-Paul Carton/Faculty Welfare Committee

4/15/2008

Motion:

To clarify the section on probationary credit in the Faculty Handbook in the following manner: (1) to number the following (approved by the president on November, 2007) as bullet 4 in the section on probationary credit in Section 209 of the Faculty Handbook (Tenure Guidelines, bottom left hand of page 33): "The decision whether or not to use any or all probationary credit should be made by the applicant in consultation with his/her department chair and dean. When such an application is made and the individual has combined credit and Georgia Southern full-time service years to equal an "on time" application, the application shall not be viewed as early by any party involved in the process." (2) to insert the following as bullet 5 in the same section of the Faculty Handbook: "5. According to Section 803.09, Board of Regents Policy Manual, in exceptional cases tenure may be granted to "an outstanding distinguished senior faculty member [...] upon the faculty member's initial appointment. Each such recommendation [...] shall be granted only in cases in which the faculty member at a minimum, is appointed as an associate or full professor, was already tenured at his or her prior institution, and brings a demonstrably national reputation to the institution." (3) to modify the paragraph on granting tenure to administrators by inserting the words "above and" in front of the word "below," as follows: "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:

There has been some confusion concerning the procedures for hiring and granting tenure to administrators. Recently Provost Bleicken confirmed in her response to Clara Krug's request for information (01/27/2008) the policies and procedures outlined in the Faculty handbook, according to which the tenured faculty in any given department/unit is to be consulted before a decision on the granting of tenure to an administrator upon hiring is made. This request for information was caused in part by the perception among some faculty members that "administrators [had] granted tenure to some incoming administrators as part of private personnel/contract negotiations, rather than as part of the procedures specified in the university's 'Tenure Guidelines'" (Clara Krug's request for information). In one instance the confusion on the BOR exception to the probationary credit rule was such that during an on-campus visit a candidate for a position of chair was provided with conflicting information on the subject. The Faculty Welfare Committee hopes that placing all of the basic BOR information concerning the granting of tenure (to administrators or teaching faculty) upon hiring in one place in the Faculty Handbook, alongside our own policies, may help avoid such embarrassing and potentially damaging situations.

Response:

Minutes: 6/24/2008: Mr. Jim Braselton (COST): read the motion into the record. The motion was seconded. After brief discussion the motion passed without opposition.