

4-10-2005

An addition to Section 211, "Policy on Pre-tenure Review," in the Faculty Handbook

Clara Krug
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Faculty Grievance Committee

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Approved by the Senate: 4/25/2005

Not Approved by the Senate:

Approved by the President:

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An addition to Section 211, "Policy on Pre-tenure Review," in the Faculty Handbook

Submitted by: Clara Krug/Faculty Grievance Committee

4/10/2005

Motion:

The Faculty Grievance Committee of Georgia Southern University believes that a decision to terminate the employment of a faculty member after 3 years, during his or her pre-tenure review, be made only after the faculty member has been clearly warned that his or her performance is not acceptable, and he or she has had time to correct the situation. We request that wording to this effect be included in Section 211 of the "Faculty Handbook."

Rationale:

NB: We have identified a possible place to insert this statement: Faculty in all units at Georgia Southern University must successfully complete post-tenure review to continue at the university until they apply for tenure.

SEC Response:

4/25/2005 Sent to the Faculty Welfare Committee

Senate Response:

Clara Krug submitted an agenda request concerning an addition to Section-211- Policy on Pre-Tenure Review in the Faculty Handbook. That agenda item was approved by the SEC and appears as item #10 on the current agenda.

Motion from Senator Bob Cook on behalf of Clara Krug (CLASS). An Addition to Section 211, Policy on Pre-Tenure Review: Speaking on behalf of Clara Krug, Bob Cook (CIT) made the following motion.

“The Faculty Grievance Committee of Georgia Southern University believes that a decision to terminate the employment of a faculty member after 3 years, during his or her pre-tenure review, be made only after the faculty member has been clearly warned that his or her performance is not acceptable, and he or she has had time to correct the situation.”

Cook’s motion requested that wording to this effect be included in Section 211 of the Faculty Handbook.

Jeanette Rice Jenkins called upon Bob Cook to speak first in favor of this motion. Cook chose to recognize Clara Krug from the gallery. Krug explained that, while the Faculty Handbook states that the pre-tenure review process “looks forward to tenure,” no portion of the policy states that a faculty member should be told or warned in advance of pre-tenure review that his/her performance is not acceptable. She said that, speaking on their behalf, many members of the Faculty Grievance Committee felt that the Handbook policy should cover this.

Candy Schille (CLASS) asked who was going to develop the appropriate language to be placed in the Handbook. Mark Edwards (COST) moved that this motion be referred to the Faculty Welfare Committee so that appropriate language could be crafted. The motion was seconded and was approved by voice vote.

Bob Cook, speaking as a member of the Welfare Committee asked for some guidance from the Senate as to how to handle this motion. After some discussion Rice Jenkins suggested that the Committee talk to the Grievance Committee and to Provost Bleicken in developing their recommendation. Rice Jenkins noted that Bleicken has some ideas about the standardization of annual evaluations across the campus.