


Georgia Southern University
Intracampus Memo
Office of the President

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<http://president.georgiasouthern.edu/>

TO: Dr. Patricia Humphrey Chair, Senate Executive Committee
FROM: Brooks A. Keel, President 
DATE: April 23, 2015
SUBJECT: **Faculty Senate Recommendation: Policy re: Granting Departmental Tenure or Tenure-Track Status to Non-Departmental Hires**

Following review of the recommendation adopted by the Faculty Senate at the April 21, 2015, Faculty Senate meeting, as provided in your memo of April 22, 2015, I have approved the motion below.

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.”

To

“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.”

Amend Section 222 of the Faculty handbook (Salary for a Fiscal Year Administrative Employee Returning to an Academic Appointment as a Faculty member)

Page Two

From

“The Board of Regents Policy Manual (§8.3.12.1) 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.”

To (New title) “ Administrative Employees Returning to an Academic Appointment as a Faculty member

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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.

gm

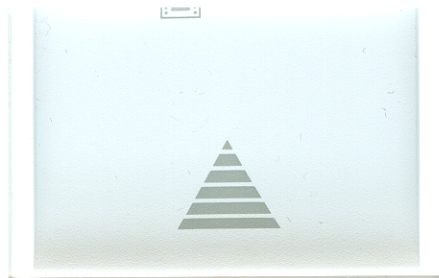
c: Dr. Jean Bartels
Dr. Diana Cone
Ms. Candace Griffith



Note :

This does commit
us to adding faculty
lines in the event
the person returns to
a faculty line from
administration. It
may, however make it
easier to find an
academic home for
those administrative
hires.

jean



Georgia Southern University
Intracampus Memo
**OFFICE OF THE PROVOST
AND VICE PRESIDENT FOR ACADEMIC AFFAIRS**

Post Office Box 8022
Marvin Pittman Administration Building
Room 2012

TEL 478-5258
FAX 478-5279
TDD 478-1654

TO: Dr. Brooks A. Keel, President

FROM: Dr. Jean Bartels, Ph.D., RN *J. Bartels*
Provost and Vice President for Academic Affairs

DATE: April 22, 2015

SUBJECT: **Faculty Senate Recommendation: Policy re: Granting Departmental Tenure or Tenure-Track Status to Non-Departmental Hires**

I recommend approval of the motion presented at the April 21, 2015, Faculty Senate meeting.

MOTION:

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

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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.

JEB/gt

pc: Dr. Pat Humphrey
Dr. Diana Cone
Ms. Candace Griffith

Georgia Southern University
Intracampus Memo
Office of the Faculty Senate

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TO: Dr. Brooks A. Keel, President

FROM: Pat Humphrey (COSM), Chair, Senate Executive Committee

DATE: April 22, 2015

SUBJECT: **Faculty Senate Recommendation: Policy re: Granting Departmental Tenure or Tenure-Track Status to Non-Departmental Hires**

I am pleased to report that the Senate recommends approval of the motion presented at the April 21, 2015, Faculty Senate meeting.

MOTION:

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RATIONALE:

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gm

c: Dr. Jean Bartels
Dr. Diana Cone
Ms. Candace Griffith

Received

APR 22 2015

OFFICE OF THE PRESIDENT

Senate Executive Committee Request Form

SEC via campus mail: PO Box 8033-1
fsoffice@georgiasouthern.edu

E-Mail:

Standard View

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Motion Request

4/14/2015



SHORT TITLE:

(Please provide a short descriptive title that would be suitable for inclusion in the Senate Agenda.)

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

MOTION(s):

(Please write out your motion in the exact form/wording on which you want the Senate to vote.)

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." To "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." Amend Section 222 of the Faculty handbook (Salary for a Fiscal Year Administrative Employee Returning to an Academic Appointment as a Faculty member) From "The Board of Regents Policy Manual (§8.3.12.1) 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." To (New title) " Administrative Employees Returning to an Academic Appointment as a Faculty member "The Board of Regents Policy Manual (§8.3.12.1) 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."


RATIONALE(s):


(Please explain why the motion should be considered by the Faculty Senate, remembering that the Senate does not deal with issues limited to individual colleges or administrative units. Include pertinent data and source references for information and/or language.)


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.

If you have an attachment, press the button below to attach to form.

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Submitted by:

ginmal

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ACCEPTABLE USE POLICY

This site is for use exclusively by Georgia Southern University faculty, staff, and administrators. Submissions are reviewed by the SEC for relevance to the mission and business of the Faculty Senate. This site is a tool not for debate but solely for information exchange. Redundant and contentious submissions will not be accepted.

Note to faculty users: Double-check your data before submitting, because the data cannot be edited afterward.

Approval

Response:

Approved ▼

SEC Response:

4/21/2015



On the agenda

Senate Response:

4/21/2015




Approved


Presidents Response:


4/23/2015




Approved

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Faculty Handbook

Section 209 Tenure Guidelines

The institution approves faculty for tenure in accordance with Section 8.3.7.2, Board of Regents Policy Manual, which includes a comprehensive statement of tenure policies in the University System. Tenure ensures academic freedom for faculty and protection against improper restrictions of the freedom of inquiry in teaching, scholarship, and service. It protects the right to publish or otherwise present scholarly work publicly without the threat of political or other confining orthodoxies. Academic freedom and tenure sustain and support the transmission and advancement of knowledge and understanding, which are central to the mission of the University. Tenured faculty have the responsibility to engage in continuous professional growth; to remain vital and contributing members of the faculty; to present accurate information in teaching; and to facilitate, support, defend, and preserve an environment of academic integrity.

Tenure applications are considered and recommendations made at the department/school, college, and Provost's levels, culminating in an institutional decision at the President's level. Tenure at Georgia Southern University may be awarded after five years of full-time service at the institution at the rank of assistant professor or higher. Probationary credit, which must be granted at the time of initial appointment, may be used to reduce this time requirement. Meeting the minimum time requirement does not guarantee the award of tenure. A faculty member initially appointed at the rank of lecturer at a University System of Georgia institution may be awarded tenure after five years, provided that the individual has served at least three years at the rank of assistant professor at Georgia Southern University. A tenure timeline must be completed for each non-tenured, tenure-track faculty member in the department and placed in the faculty member's personnel file.

Recommendations for probationary credit will typically be initiated at the departmental level subject to approval by the dean and Provost at the time of appointment and will be subject to the following guidelines.

- Persons who have previously earned tenure at a regionally accredited institution may be granted up to three years of probationary credit.
- Persons who served in tenure-track positions may be granted up to two years based upon evaluation of years of prior service and professional credentials.
- Persons who were initially appointed as a lecturer at a University System of Georgia institution may be granted probationary credit for up to two years of service as a lecturer.
- The decision whether to use any or all probationary credit should be made by the applicant in

consultation with his or her department chair and dean. When such application is made and the individual has combined probationary 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.

- According to Section 8.3.7.4, 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 a prior institution, and brings a demonstrably national reputation to the institution."

Faculty who apply and are not recommended for tenure in minimum time or who use probationary credit and are not recommended may apply for tenure only once more. The maximum number of years to earn tenure is seven years. Individuals are not required to include probationary credit in the calculation of this maximum. Typically, individuals are considered for tenure in their fifth or sixth year, including any probationary credit.

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.

TO:

"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."

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Departmental tenure committees shall consist of three or more tenured faculty members and shall seek input from all tenured faculty in the department. In instances where departments do not have enough tenured faculty members to serve, the existing tenured faculty members shall work with the dean of the college to establish an appropriate committee. Tenure committees at the college level shall be made up of tenured faculty members.

Areas for evaluation for the award of tenure and annual renewal at Georgia Southern University include

the following [also see § 205.01 of the Faculty Handbook]:

- teaching;
- service (institutional and/or professional);
- scholarship;
- needs of the institution;
- ability of the professor to function within the Georgia Southern academic community; and
- length of service as described in paragraphs 1, 2, and 3 above.

Tenure-track faculty serve a probationary period as described above in a series of one-year appointments. The offer of a one-year contract in no way implies a commitment or obligation on the part of the University to offer contracts for subsequent years. Notice of the intention not to renew a non-tenured faculty member shall be furnished in writing according to the following schedule:

- at least three months before the date of termination of an initial one-year contract (February 1);
- at least six months before the date of termination of a second one-year contract (November 1);
- at least nine months before the date of termination of a contract after two or more years of service at the institution (August 1).

This schedule of notification does not apply to faculty holding regular, limited-term or part-time positions.

Tenure resides at the institutional level. Only assistant professors, associate professors, and professors are eligible for tenure. Faculty members with part-time appointments shall not acquire tenure, nor does tenure apply to honorary (adjunct) appointments.

The tenure guidelines were revised by the Provost's Office to align with BOR policy, March 5, 2013.

Faculty Handbook Section 222

Amend Section 222 of the Faculty handbook (Salary for a Fiscal Year Administrative Employee Returning to an Academic Appointment as a Faculty member)

From

"The Board of Regents Policy Manual (§8.3.12.1) 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."

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