

FACULTY MEETING
April 7, 2017

MOTION TO CHANGE FACULTY HANDBOOK TO ALLOW
HIRING FACULTY WITH TENURE

Motion: The Dean of the Faculty's office moves to alter the *Faculty Handbook* to allow departments and programs to hire faculty with tenure as follows:

Part One, Section VIII, E.3 (c and d) on page 126.

c. Those initially appointed to the ranks of Associate Professor or Professor, without prior tenure, may choose to become candidates for tenure at the beginning of the fall term of their fifth year of service as faculty members; those with tenure at a previous institution may choose to become candidates for tenure as early as the beginning of the fall term of their second year of service as faculty members. Faculty members denied tenure will be given a terminal year.

d. When institutional needs or priorities require it, the College may hire, with tenure, a faculty member who has achieved the rank of Associate Professor or Professor and who has been tenured at a previous institution. In such a situation, the Dean of the Faculty/Vice President for Academic Affairs and the hiring department/program must present the merits of the case to CAPT prior to any offer being made. A candidate may be evaluated for an immediate award of tenure by the following procedure. The hiring department chair/program director will present the credentials of the candidate to CAPT. The Dean of the Faculty/Vice President for Academic Affairs will accompany the department chair/program director to the presentation and offer information related to institutional need/priorities. CAPT will deliberate according to those qualifications stipulated in the Faculty Handbook, Part One (Faculty Rights and Responsibilities), Article VIII (Evaluation of Faculty for Continued Service and Advancement in Rank), Section A (Tenure-Track Faculty), and Section E. (Tenure) number 3 (Eligibility). Should CAPT recommend against tenure, the department, in consultation with the DOF/VPAA, can still hire the candidate on the accelerated tenure clock described above.

Part One, Section VIII, E.5 (c) viii on page 128.

Teaching evaluations. The Department Chair shall bring to the attention of CAPT student and faculty opinion concerning the faculty member as a teacher and shall indicate the procedures employed in obtaining such information, including class visitation procedures. Classroom visitations are a mandatory part of the process, **except in those cases in which the candidate is hired with tenure**. For further guidance, see Part One [Faculty Rights and Responsibilities], Article VII [Rights, Obligations, and Responsibilities of All Faculty], Section C [Academic Responsibilities], number 7 [Student Evaluations]) and Part Two

[Governance], Article III [Academic Policies], Section E [Peer Evaluations of Teaching] and Section F [Student Evaluations].

Rationale

The Dean of the Faculty's office presents the motion to alter the *Faculty Handbook* to allow departments and programs to hire faculty with tenure for three primary reasons: 1) it advances the institution's stated goal of diversifying the faculty, 2) it allows us to establish and solidify leadership in a department or program, and 3) we have an interest in attracting the best possible applicant pools.

First, allowing departments/programs to hire with tenure will advance the College's priority in diversifying our faculty. Many senior colleagues (including colleagues from traditionally underrepresented groups) are not inclined to give up tenure to come to another institution. Though we've had great success recruiting senior faculty in the last ten years, most of those colleagues voiced concerns about giving up tenure at their former institutions. We should try to respond to that concern, at least in the rare instances in which we invoke the plan to hire with tenure, by allowing the possibility.

Second, we want to establish a mechanism whereby we hire someone with tenure who can immediately assume the chairpersonship of a department or the directorship of a program. Right now, we don't have that possibility and it creates situations in which we have to appoint untenured faculty to lead departments/programs. Relatedly, as we build interdisciplinary programs by hiring dedicated faculty in those programs, it would help if we could hire colleagues with tenure.

Third, we have increasingly hired more senior faculty in the last six years and the pools have been very good. Some faculty from other schools, however, have been reluctant to even submit an application because they don't want to give up tenure at their home institution. We believe we could attract even more robust applicant pools if we allow for the possibility that a department/program could hire with tenure.

We imagine that departments/programs would only rarely hire someone with tenure. Please note that the new language begins with a reference to "institutional needs or priorities". That phrase can be interpreted broadly and we suspect departments/programs and Deans of the Faculty might have different perspectives on what is "needed." We think it becomes the job of the department/program to persuade future Deans of the Faculty that theirs is an instance in which hiring with tenure would significantly benefit the department/program and the College. Of course, we also think it is the job of future Deans of the Faculty to be receptive to the idea and not to be so quick to reject it. We also imagine that advertisements for the open position might say something like this: "we seek an Assistant Professor in (fill in the discipline), but we will also consider hiring at the senior ranks with tenure." Put differently, there are ways to signal to potential applicants that there is a possibility that we might hire with tenure, but that don't tie our hands. In the end, we think the College has to be flexible, nimble, and inclusive here.