Proposed Resolution for Chairs Council

First Reading 10-23-17

Proposal:

In the event of an administrative hire, a) faculty tenure will not be offered or granted without the expressed written consent of the department in which the administrator is being tenured and b) the department that adds a tenured faculty member who leaves the administration will not lose a faculty line as a consequence.

Rationale:

The tenuring of administrators into academic departments without the consent of the department, violates best practices and the principle of transparency. It also harms the relationship between the administrator/faculty member and department faculty because the department is likely to resent being forced to accept a tenured faculty member that it did not vet in the hiring process. Departments can, in effect, lose tenure lines in areas that are needed most to serve student and faculty needs in order to accommodate an administrator whose area of expertise may not fit the current needs of the department and who leaves the administration and returns to the faculty. Deans and the Provost who offer positions with the promise of tenure should include the home department in the hiring process and ask the department chair to convene a department tenure committee in order to determine if particular candidates can be offered tenure as part of a job offer. Moreover, departments that absorb administrators who return to the faculty should not lose faculty lines as a consequence. It is difficult, if not impossible, for departments to anticipate their faculty needs years before an administrator returns to the faculty. Such cases should, then, be considered additions without substractions.