

**FACULTY MEETING**  
**March 3, 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 (TenureTrack 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