

March 6, 2013

## Faculty Senate Committee on Academic Freedom and Tenure

### Review of HOP 2.xx Appointing Former Tenure Track Faculty Members to Non Tenure-Track Faculty Positions

#### Concerns:

After reviewing proposed HOP 2.XX, the committee noted several concerns about this policy. More specifically, there is little clarity among committee members as to when a tenure-track (TT) faculty member would need to resign from their current TT position to be considered for a NTT position. Questions were raised if this could occur after an unsatisfactory third-year review, before going through the mandatory review for tenure, or once results from any specific committee or individual (DFRAC, Chair, CFRAC, Dean, UFRAC, Provost, President) during the mandatory review for tenure are known to the candidate. A member of the committee was also concerned that the department chair was given too much authority to potentially rehire someone once in a NTT position under this policy following HOP 2.50 without consulting other members of the department about NTT teaching needs. More generally certain members of the committee felt this new policy would create a “golden parachute” and weaken morale in departments, while others voiced that this policy might allow faculty to move to a different position if tenure is no longer their goal and other personal reasons make a NTT position more suitable for their needs and their department.

#### Recommendations:

The committee recommends the policy remove language that is duplicated from HOP 2.50 to ensure the policy will be consistent with HOP 2.50 and any changes to that policy will not require additional changes to this newly proposed policy.

The committee recommends that TT titles contained in HOP 2.02 be included in section VI. Definitions under Tenure-Track Faculty.