FACC MEETING
July 23, 2018

MINUTES

PRESENT: Dr. Dan Edelman, Dr. Robert Hoar, Dr. Sue Balter-Reitz, Dr. Joy Honea, Dr. Salem Boumediene, Dr. Keith Edgerton, Dr. Kurt Toenjes, Dr. Suzette Nynas,

Minutes: By Connie Nelson, Administrative Associate in the Provost Office

Order of Business:

Agenda Item 1: May 7, 2018 minutes – Approved

New Issues/Business Before the FACC:

Agenda Item 2A: Expedited Tenure Review at Hire for Faculty.
Dan has mentioned expedited tenure at hire issues previously. There will be a ground-breaking ceremony soon on the new Science building and if there are new lines open here, he believes giving tenure to new faculty at the point of hire is what we need to incorporate now. Competition is intense and without the tenure at hire tool it makes it much more difficult to attract high quality faculty.

- The current CBA prohibits faculty being hired with tenure.
- This is a negotiation tool.
- At the time of hire, and they are interested, the evaluation process kicks in.
- Kurt and Joy said they have lost faculty recruits because we do not offer tenure so they are for this.
- Dan wants to put all the conditions of tenure at the point of hire in the letter of offer.
- After one year, if the chair and dean feel the faculty member is worthy of tenure they can go up before the sixth year.
- The committee will be formed to evaluate tenure, the URTC would then be called to also evaluate the candidate for tenure.
- If the outcome of the evaluations is positive then submit this positive recommendation to the BOR for approval.
- Continuing Item.

Agenda Item 2B: Expedited Tenure Review at Hire for Administration.
Dan said recruiting administrators without offering tenure is also difficult. He would like the tenure at hire to be implemented sooner rather than later. This is the same scenario as with

faculty, we lose high quality administration applicants because we do not offer tenure at the point of hire.

- Kurt questioned when the application materials are submitted for an administration position, what would be looked at?
    - Dan said if they are a good teacher.
    - A tenure application portfolio and a presentation would be used as well.
- Hiring a COB dean, would people feel empowered to say no?
    - Concerns should be addressed by any faculty that feel the candidate is not acceptable.
- Depending upon if the institution is highly respected versus one that is not respected among institutions should be looked at.
- Tenure at some institutions is dependent upon raising money versus scholarly activity or teaching schedule.
    - These are items that are recorded on the person's CV's and a determination would be made at that time.
- Dan agreed the same criteria should be used for everyone.
- An MOU can be developed and incorporated into the next contract.
- Joy wants the faculty to weigh in on this issue before an MOU is done.
    - She will work on language for this with the FACC being the first reading, then sending it out to the faculty for the second reading and then the poll will be sent out.

Conditions to the tenure at the point of hire for an administration candidate:

- If a dean had tenure and it is within the last 4 years s/he would qualify.
- No tenure at the previous institution the person does not qualify for tenure at hire.
- No gap in tenured institutions either.
- Will this be open to existing administrators?
    - Dan said the only ranks this would be applicable to are the deans, provost and chancellor, vice provost and a vice chancellor.
- People who currently hold tenure at an accredited institution are to be considered for tenure at the point of hire.

Concerns expressed by the faculty on the FACC:
A prior administrator with tenure returned to the classroom which caused some problems within the department. This was discussed and questions posed to Dan regarding this:

- What is Dan asking the FACC for?
    - He wants the ability to offer administrators academic tenure at hire, to follow what we will do for faculty.
- Dan has seen it work well most of the time.
- If there are no classes for them to teach what happens then?
    - Dan feels this would not be the case but there is not a guarantee no matter who is hired.
- No tenure track faculty would lose their position in the event an administrator comes to the department. Set the salary and it won't displace a line. Not adding undue strain on the department.

- Keith wants some language in the CBA that would ensure the faculty that this would not be mismanaged in the future.
    - Dan said a sentence put in the CBA that would protect a tenure track faculty member from losing a job to accommodate an administrator coming into the faculty line would be appropriate.
    - An appointment letter would include the retreat salary so there would be no inflated salary for this person.
- How would rank be determined at the time of hire?
    - Dan said this would be the same rank the new hire left their previous job and the retreat rank would be stated in the letter of offer.
- Dan wants to move forward with the ability to offer tenure to a potential administrator.
    - January & February is the recruiting season for faculty and that timeline is going to be in line with this.
- Continuing Item.

Additional Comments:

- Dan wants tenure and he will go through the process.

Group Decision: The request to start the COB dean search to include the possibility of academic tenure was approved by the group to move forward.

Adjourned: 5:15 p.m.

Next Meeting: August 20, 2018
2:00 – 3:30 p.m.
CCR