

FACULTY MEETING

[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 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 chair 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