

Report of Faculty Senate Study Committee A
December 2, 2009 Faculty Senate Meeting #292

Charge: President Meek requested that the committee work with the TTU AAUP chapter on possible revisions to OP 32.01, dealing with tenure.

Background: During the 2006-2007 academic year, a committee which included Sr. Vice Provost Liz Hall and members of the Faculty Senate drafted revisions to Regents' Rule 4.02 "Tenure – TTU." In July, 2008 the revised Regents' Rule replaced the existing OP 32.01. Missing from the Regents' Rule / OP are the standards and procedures for tenure that had been in the previous OP. In spring of this year, the AAUP chapter contacted President Meek about the Senate taking the lead in proposing revisions to the OP that would reinstate the language concerning standards and procedures. John Howe, a member of the AAUP chapter, had created a "melded" OP, using language from the 2005 and 2008 documents; it is posted on the chapter website.

Those consulted: Sr. Vice Provost Rob Stewart has been kept informed of the committee's work. He has encouraged the Senate's efforts to reinstate standards and procedures. Charlotte Bingham, manager of the EEO office, was consulted as Dr. Stewart had indicated that she had concerns about ambiguity in language and inconsistencies between OPs. Lewis Held met with the committee to stress the importance of the procedural safeguards in the current OP. John Howe and Gad Perry met with the committee to discuss the "melded" OP.

Work of the committee: A subcommittee, which included AAUP chapter president Gad Perry, met several times. President Meek joined the committee for its final meeting. The subcommittee went through John Howe's "melded" OP with the aims of reinstating standards and procedures, minimizing the amount of unnecessary language, making the document clearer, and bringing it up-to-date. The entire committee has reviewed the revision. Among the changes is more explicit language regarding the importance of the departmental faculty vote in tenure and promotion decisions and the inappropriateness of department chairs and deans participating in the vote of department faculty.

The new content (not simple word changes) in the draft revision is highlighted. New content represents about one eighth of the document.

Recommendations of the Committee:

1. The section of the current OP on revocation of tenure and termination, which comprises most of the document, should be retained as an OP separate from 32.01 "Standards and Procedures for Tenure."

2. The attached revised OP 32.01 draft document should be sent to the Provost Office with the suggestion that Senate Study Committee A and the Provost's representative work together on crafting an OP acceptable to both the administration and Senate. That new revision would come back to the Senate for approval.

3. Despite changes in the organization and language of this proposed revision, the committee does not believe that it has strayed significantly from the intent, standards, or procedures of the 2005 OP which was the last to include guiding procedures and standards and which still appears in the Faculty Handbook. For that reason, we do not believe that this revision, or one substantially similar to it that may be agreed to by the Provost Office and the Faculty Senate, requires a vote of the faculty.

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