

Notes*

**Tenure Subcommittee of the
Senate Committee on Faculty Affairs
Monday, March 25, 2002
Room 238A Morrill Hall
3:30 - 5:00**

Present: William Garrard (chair), Carol Carrier, Tom Clayton, Amos Deinard, Nancy Ehlke, Richard Goldstein, Robert Jones, Cleon Melsa, Deniz Ones, Carston Wagner

Absent: Kent Bales, Dale Carpenter

Guests: Professor Muriel Bebeau (School of Dentistry), Professor Cynthia Jara (College of Architecture); Nan Wilhelmson (Human Resources)

1. Statement on Voting

Professor Garrard asked if the Subcommittee was trying to write a policy on voting on faculty appointments in a vacuum, trying to write a general policy for a specific problem, and perhaps it should deal with the issues on a case-by-case basis. Subcommittee members talked about this general issue for some time; several points were made.

-- There needs to be a policy in place in order for cases to come to the Subcommittee.

-- There has been a decline in the number of tenured/tenure-track faculty and an increase in the number of contract/term faculty; there has been a consequent erosion of tenure. The general question before the Subcommittee is the role and responsibilities of the tenured/tenure-track faculty. The Subcommittee needs to deal with the specific issues that surround hiring; the role of the tenured/tenure-track faculty in the University needs a broader discussion, including with the Board of Regents.

-- The Subcommittee should make policy, not simply recommendations; this is an important institutional issue in governance and it needs to be settled in policy. There should be a policy that ONLY tenured/tenure-track faculty can vote on governance issues and choose to give (and take back) voting rights to other groups.

-- In hiring, others can participate in the process but not in the final deliberations and vote.

-- College constitutions should only be voted on by tenured/tenure-track faculty.

-- There is a need to talk about who hires contract faculty; administrators often do so, so those faculty are completely loyal to the administrator. Administrators do not want to disenfranchise those faculty or make them unhappy.

-- In one case, a contract faculty member is serving as department chair.

* These minutes reflect discussion and debate at a meeting of a committee of the University of Minnesota Senate or Twin Cities Campus Assembly; none of the comments, conclusions, or actions reported in these minutes represent the views of, nor are they binding on, the Senate or Assembly, the Administration, or the Board of Regents.

-- Having a policy is important. Who hires contract and adjunct faculty? The University encourages having people from the community on search committees; in some cases, the tenured/tenure-track faculty make up less than half of the search committee for a dean or a department head.

-- Per Vice President Carrier, appointment of adjunct faculty requires the approval of the department head and the regular faculty and, as appropriate, the contract and adjunct faculty.

2. College Faculty Personnel Plans

The Subcommittee looked at four college plans for the hiring of contract/term faculty. It was agreed that Professor Garrard would divide up the remaining 13 among members of the Subcommittee for review and discussion at the next meeting.

Most contract faculty appointments are for three years and are renewable; it is difficult to hire someone on a one-year contract. (It is expensive and time-consuming to make the hire; who would come for a one-year contract?)

Vice President Carrier said she believed most of the college plans are in compliance with the policy.

Temporary appointments are largely seen as one-year appointments to fill a vacancy; contract faculty, however, are usually seen as more long-term appointments.

The Subcommittee voted unanimously to endorse three of the college plans; one (the College of Education and Human Development) was held over until the next meeting.

-- Gary Engstrand

University of Minnesota