

INTERPRETATIONS TO THE REGENTS' POLICY ON FACULTY TENURE: SPECIFIED UNITS
APPROVED BY THE TENURE SUBCOMMITTEE JANUARY 1997

INTERPRETATION 1 -- Relating to section 4.5 on financial stringency

The Tenure Subcommittee proposes to add the following interpretation of Section 4.5:

Financial stringency in Section 4.5 is understood to mean financial difficulties that are unusual in extent and require extraordinary rather than ordinary responses. Section 11 may be invoked if the Regents are "faced with the necessity of drastic reduction in the University budget," reductions so severe that they may "threaten [the] survival" of the University. It is understood that the financial difficulty that would permit the president to propose temporary reductions or postponements in compensation under Section 4.5 is less severe than the "fiscal emergency" outlined in Section 11, but it is also understood that "financial stringency" should not be invoked to respond to foreseeable fluctuations in the University's budget and finances.

Comment:

This interpretation helps to clarify what is meant by "financial stringency," which is otherwise undefined in the document. Interpretations proposed by the Tenure Subcommittee and the Senior Vice President for Academic Affairs are reported to the Faculty Senate and take effect if adopted by the Board of Regents. This interpretation is offered to the Faculty Senate for comment before final approval by the Tenure Subcommittee.

INTERPRETATION 2 -- Regarding Section 4.4 definition of recurring salaries

The Tenure Subcommittee proposes to add the following interpretation of Section 4.4:

It is expected that any salary increases normally will be added to recurring salary if recurring funds are available for that purpose. Section 4.4 does not give any specific faculty member a legal entitlement or right to an increase in recurring salary.

Comment:

This interpretation was approved both by the Senior Vice President for Academic Affairs and by the Tenure Subcommittee (on July 3, 1996), after final Faculty Senate action regarding the tenure regulation proposals. (The wording has been changed slightly for reasons of clarity, but the substance is identical.) Although all other interpretations approved by the Tenure Subcommittee were incorporated into the Sullivan II proposal, and hence into the Regents' policy on Faculty Tenure: Selected Units, this interpretation was omitted. It is a clarification both of the expectation that salary increases will be allocated to recurring salary when recurring funds are available and a recognition that faculty members do not have a legal right to have salary increases be included in recurring salary.