

Marshall University

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Resolutions

Faculty Senate

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2-23-2023

### SR 22-23-30 FPC

Marshall University Faculty Senate

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# Faculty Personnel Committee Resolution

## **SR 22-23-30 FPC Resolves to create an Ad-Hoc Committee on Post-Tenure Review**

**Whereas** tenure supports the principle of academic freedom, but it does not support freedom from accountability.

**Whereas** AA-28 indicates that tenure at Marshall University provides for a continuing series of appointments which may be terminated by the university only for cause or under extraordinary circumstances or reduction or discontinuance of a program.

**Whereas** AA-22 indicates that faculty members be evaluated according to the criteria established under AA-21 Faculty Workload, and related Department, College, or School policies and guidelines.

**Whereas** annual/yearly reviews as defined in AA-22 provide zero benefits for tenured faculty who received an Exemplary rating; moreover, there are no disincentives/corrective actions for faculty receiving the Unacceptable rating.

**Whereas** to remain competitive and innovative faculty must continue to engage in the scholarly pursuit of knowledge, engage with students and develop timely and needed curriculum, and continue being of service to their departments, college, university, and community.

**Whereas** the purpose of a post-tenure review is to examine, recognize, and enhance the performance of tenured faculty members. The post-tenure review is directed toward multi-year accomplishments and plans for professional development. It is retrospective as well as prospective and takes into account that faculty will have different emphases and assignments at various points in their careers. The post-tenure review is not a reconsideration of tenure, but rather a constructive five-year performance review, which serves to highlight contributions, incentivizes exemplary performance, and identify future opportunities as well as identify any deficiencies in performance and, in those cases, provide a plan for addressing concerns.

**Be it resolved** that the Marshall University Faculty Senate Executive Committee votes to create an Ad-Hoc Committee on Post-Tenure Review. The Committee will be led by the chair of the Faculty Personnel Committee, and voting members of the committee shall consist of one representative from the faculties of each academic unity as defined in Bylaw #14 of the Faculty Constitution. Each voting member shall be appointed by the Faculty Senate Chair with the advice and consent of the Executive Committee. Ex-Officio, non-voting members shall consist of the Senior Vice President of Academic Affairs/Provost

**Be it further resolved** that the Faculty Senate Executive committee charge this Ad-Hoc committee to consider the merits of an incentivized post-tenure review process for faculty at Marshall University, and to propose a policy for the Faculty Senate, if needed.

*We so resolve.*

# Faculty Personnel Committee Resolution

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## FACULTY SENATE CHAIR:

APPROVED BY THE FACULTY

SENATE EXECUTIVE COMMITTEE:  DATE: 2/13/2023

DISAPPROVED BY THE FACULTY

SENATE EXECUTIVE COMMITTEE: \_\_\_\_\_ DATE: \_\_\_\_\_

## UNIVERSITY PRESIDENT:

READ:  DATE: 2/23/2023

COMMENTS: \_\_\_\_\_  
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