

3-26-2019

SR-18-19-37 LAC

Marshall University

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Legislative Affairs Committee RECOMMENDATION

SR-18-19-37 LAC

Recommends that the Marshall University Board of Governors adopt a resolution upholding the institution of tenure as listed in BOG Policies AA-28 and AA-28X.

RATIONALE:

The continued introduction of legislation by West Virginia legislators to allow universities to discontinue the institution of tenure demoralizes faculty and hurts the reputation of Marshall University, as tenure is a well-established practice in higher education throughout the United States.

Public colleges and universities are unique in American institutions because they are places first and foremost where independent scholarship takes place for the public good outside of the confines of corporate or legislative dictates. Truly independent scholarship only is possible with academic freedom and the tenure system is in place to guarantee this freedom for university faculty. Faculty are hampered both in the classroom and their research and creative pursuits without the protections offered by tenure.

The elimination of tenure will negatively affect faculty retention resulting in increased costs of recruiting and hiring. Marshall University recruit faculty from an international job pool where candidates have expectations of tenure-track positions. Without a tenure system in place recruiting the best-and-the-brightest educators, researchers, artists and public scholars will be virtually impossible.

Tenure promotes and rewards faculty seeking grants that enhance infrastructure that in turn increases opportunities for Marshall University students, departments, and institutions. Many STEM labs are built using federal grants which can amount to millions of dollars over the course of a career. It takes time and considerable effort for a lab to mature. Funding agencies favor institutions that support tenured faculty to ensure permanence of their investment.

Shared governance, as practiced at Marshall, will lose integrity. Faculty participate in reviewing and changing policies at the university. From the department to college level, up to the university level, faculty are fully engaged and active in bringing changes to the classroom and innovations to the way that universities function. Active engagement in shared governance, by definition, requires an institutional commitment. Full time, tenured or tenure-track faculty have a much greater incentive to commit to the long-term development of the university whereas adjunct or instructional faculty have a stronger incentive to work solely on their development as individuals, as their institutional attachments are tenuous.

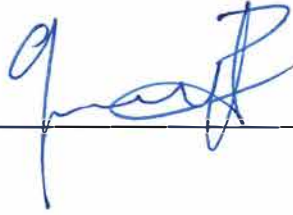
Tenure ensures that well-qualified, highly motivated, talented, dedicated, and enthusiastic educators will continue to staff Marshall University and West Virginia's higher learning institutions. Without tenure, many of these resourceful professionals will use Marshall as a stepping stone to gain experience, and then move to other institutions where tenure is still available and appreciated.

FACULTY SENATE CHAIR:

Legislative Affairs Committee
RECOMMENDATION

SR-18-19-37 LAC

APPROVED BY THE
FACULTY SENATE: _____



DATE: _____

3/26/19

DISAPPROVED BY THE
FACULTY SENATE: _____

DATE: _____

UNIVERSITY PRESIDENT:

APPROVED: * _____

DATE: _____

DISAPPROVED: * _____

DATE: _____

COMMENTS: _____

* I am reluctant to either approve or disapprove because our Board of Governors has no intention to take any action with regard to Tenure.

George A. Dilhot

NOTE: Recommendations should be sent to the Faculty Senate office via email. Recommendations longer than one page or those with attachments are to be sent in final format with this as a cover page. Any incomplete recommendations or those requiring extensive formatting changes will be returned to the recording secretary/committee.