

Big Ticket Items for PT (405.1) draft:

An Academic Senate Council *ad hoc* committee met to discuss suggestions provided by the entire senate council and to categorize the major (big ticket) items that are a concern to the majority. The committee did not provide detailed comments on this document since it is obviously still in a draft form. Once these points have been addressed or clarified, the senate would like to share this or a new version of this document with the entire faculty and request adequate time to thoroughly review the revised document prior to approval at the campus level.

The Academic Senate does not agree with this document as edited. There are special concerns with changing the definition of tenure that is implied in this document. Tenure is historically and globally defined as the right to continuous appointment subject to dismissal only on the grounds of moral turpitude, program discontinuation, job abandonment, or financial exigency.

I. Definition of terms

Cause definition (page 1):

Unsatisfactory performance needs to be defined for faculty at the individual faculty level, including steps to remediate the unsatisfactory performance, and at the campus level by an approved policy that defines the term unsatisfactory.

We also request that #6 be revised to only include job abandonment. The other items including incompetence, pattern of disruptive conduct or unwillingness to work productively with colleagues, or refusal to perform reasonable duties are quite subjective and should be omitted.

Tenure definition (page 3 and page 5, para 2, section 3)

We disagree with the definition of “cause” (as above).

‘Salaries for tenured faculty may be adjusted based on job duties and performance’. As mentioned above we request that ‘performance’ be better defined in accordance with campus salary policies instituted with faculty input. We think that such statements should not be part of this policy and salaries should be determined according to a clear and fair compensation plan designed for each campus or college.

III. Promotion (bottom page 5)

B. Administrative Appointments (page 5):

Edit final sentence (in red) to read, ‘No faculty in tenure track shall be promoted to the rank of associate professor or higher without also being granted tenure’.

IV. Tenure, Non-reappointment, and Dismissal Promotion (page 9)

- A. Tenure- #13 page 9; we cannot accept the words “unsatisfactory performance” as reason for dismissal for tenured faculty as this is not commiserate with the purpose or definition of tenure

#14. Second sentence (red addition) should be deleted and replaced with original text of ‘Mere expressions of opinions’. The committee felt that the added statements were restrictive in that opinions were limited to scholarship and teaching duties.

V. Annual Review (page 15)

A. Faculty- #9 We recommend deleting this entire paragraph as well as any reference to dismissal for unsatisfactory performance for *tenured* faculty (Page 1, Section “cause”; Page 9, Section 13). The committee strongly suggests that faculty should be given a mutually agreed plan to correct deficiency and will include a timetable of no less than 2 years to correct the unsatisfactory performance. (i.e. this is related to grant cycles for NIH, resubmissions, etc that may not be correctable in a year timeline).