

**Special Call**  
**Faculty Senate Meeting**  
Tuesday April 21, 2009  
Binnion 126

Members present: Harp, Wascovich, Ballotti, Creider, Espinoza, Smith, Mahan, Jacobs (Seminet), Dorsett, Druhan, Herndon, Sun, Singh (President), Hammack (Secretary)

Senate President RN Singh called the meeting to order at 2:00 p.m. The purpose of this call meeting of faculty senate is to make recommendations about new proposed Tenure, Promotion & Post Tenure Review procedures at Texas A&M-Commerce.

The following changes are recommended by Faculty Senate and are identified by page and procedure number as identified in the draft document.

Send all [editorial comments](#) such as omits (#), spacing, capitalizations, etc. to Dr. Singh.

Page 1 General Information, Second paragraph:

A&M-Commerce recognizes and appreciates the diversity of faculty roles and responsibilities within the university. This diversity adds richness and depth to the educational programs of the university and the support that the university provides to the region, state and nation. The university must be responsive to the variety of these contributions in the evaluation of faculty for promotion and/or tenure. The promotion and tenure guidelines are focused upon the successful recruitment, development and evaluation of faculty.

This paragraph is not necessary and should be eliminated. Moved by Jeffrey Herndon. Seconded. Motion passed

Page 2 1.1.7

1.1.7 The award of tenure must be accompanied by an equally demanding concept of academic responsibility (A&M System Policy 12.01, Section 2). Tenured faculty members shall be expected to maintain competence in their field of specialization and to exhibit professional competence in the classroom and in the public arena ~~through activities such as discussions, lectures, consulting, publications, creative accomplishments, and participation in professional organizations and meetings.~~

Delete everything after the word 'arena'. Moved by Derald Harp. Seconded. Motion passed.

Page 4 1.3.7

1.3.7. A faculty member may apply for early promotion and/or tenure consideration, but individuals seeking early consideration shall be expected to demonstrate significantly higher levels of achievement in Instructional Responsibilities, Intellectual Contributions, and Professional Service than the standard for promotion and/or tenure to the academic rank that is sought. ~~If a faculty member is denied early promotion and/or tenure, he/she may apply for promotion and/or tenure only once more.~~ If a faculty member is denied promotion and/or tenure a second time, the faculty member will not be allowed another opportunity for application.

Eliminate the second sentence and the words 'promotion and/or' in the last sentence. Moved by Derald Harp. Seconded. Motion passed.

Page 4 1.3.10

1.3.10. To meet the basic requirements for tenure consideration under most circumstances, a faculty member must complete a period of probation, meet or exceed performance standards, and demonstrate promise for continued professional growth, development, and contribution.

Delete entire procedure 1.3.10. Moved by Derald Harp. Seconded. Motion passed.

Page 5 1.3.11

1.3.11. ~~Under special circumstances, A~~a senior faculty member holding a tenured academic rank at another regionally accredited academic institution, a senior executive with a a major non-academic institution, or an individual who is offered an academic administrative position based on previous academic experience, may be employed at an advanced academic rank and may be recommended for tenure at the time of employment. This decision, which bypasses the procedures outlined in this document, must be approved by the President and the A&M University System Chancellor.

Remove words 'Under special circumstances' from the first sentence. Moved by Jeffrey Herndon. Seconded. Motion passed.

Page 6 1.4.2.1

1.4.2.1. Professional track and clinical faculty member appointments may be made for periods not to exceed five years in length. If during the course of an existing appointment, the institution chooses to extend the duration of an existing appointment, the extension may not exceed an additional five years. ~~For beginning Assistant Professional Track Faculty, an appointment of no more that three years may be appropriate.~~

Delete the last sentence. Moved by Jeffrey Herndon. Seconded. Motion passed.

Page 6 1.4.2.1

1.4.2.1. Professional track and clinical faculty member appointments may be made for a periods not to exceed five years ~~in length~~. If during the course of an existing appointment, the institution chooses to extend the duration of an existing appointment, the extension may not exceed ~~an additional~~ five years. ~~For beginning Assistant Professional Track Faculty, an appointment of no more that three years may be appropriate.~~

Reword the first two sentences. Moved by Derald Harp. Seconded. Motion passed.

Page 6 1.4.3

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1.4.3. If the appointment is tenure-~~accruing, track~~ the appointment letter will indicate the length of the period of probationary service at A&M-Commerce and state the credit agreed upon for appropriate service at other institutions. The specific probationary period does not, however, constitute the term of the initial appointment. All appointments during the probationary period are for a fixed term of one year or less and are subject to renewal or non-renewal each year of the probationary period.

Replace the word 'accruing' with the word 'track'.

#### Page 6 1.4.5

1.4.5 All faculty members will receive an annual notification of the terms and conditions of appointment for the next fiscal year after the A&M -Commerce budget has been approved by the Board of Regents. This notice shall contain the rank of appointment, tenure status, inclusive dates of employment, salary, and any special conditions. Any changes or additions to essential job functions noted in the original letter of appointment also should be included, after appropriate consultation with the faculty member. Any changes to the terms and conditions of appointment may be appealed through [A&M-Commerce Rule 12.01.99.R0.02 \(Faculty Grievance Procedures Not Concerning Questions of Tenure, Dismissal, or Constitutional Rights\)](#). Faculty members are obligated to fulfill the terms of employment for the following year, unless they resign prior to 30 days after receiving notification of these terms.

Delete Rule title and add A&M-Commerce before the word 'Rule'.

#### Page 7 1.5.2.6

1.5.2.6. bona fide financial exigency or the phasing out of institutional programs requiring reduction of faculty ([see system policy 12.01 subsection 9](#)).

Senator Espinoza suggested adding a hyperlink to system policy.

#### Page 8 1.5.3

##### 1.5.3. Administrative Leave

Faculty members may be placed on administrative leave with pay by the faculty member's Dean, with the concurrence of the Provost pending an investigation into matters pertaining to the faculty member's job performance, ~~including but not limited to, fiscal matters and improper conduct in teaching, research, or service~~. Notification shall be given in writing and shall include the reasons for placing the faculty member on administrative leave with pay and the terms of the leave. A faculty member placed on administrative leave with pay may appeal the decision to the Provost by submitting an appeal in writing. The Provost will conduct the appeal, and may appoint a person or persons to assist the Provost in the appeal. The investigation process is not stayed by an appeal. The appeal should be completed within five (5) business days of the receipt of the appeal. This provision is distinct from suspension during the pendency of termination proceedings. ~~Placing a faculty member on administrative leave with pay is justified to aid in an investigation or if the welfare of the faculty member or that of students, colleagues or other institutional employees is threatened by continuance, or if~~

~~the continued presence of the faculty member would be disruptive of the regular operations of A&M Commerce.~~ Any such leave should be with appropriate provisions for useful duties, including appropriate access to classrooms, laboratories, libraries and other facilities. A tenured or tenure track faculty member who has been placed on administrative leave with pay shall be entitled to his or her regular annual salary.

Add phrase 'or tenure-track' to last sentence. Remove all words after performance in first sentence. Delete sentence beginning 'Placing'. Moved by Jeffrey Herndon. Seconded. Motion passed.

Table 1.5.3 rewrite for next meeting. Moved by Jeffrey Herndon. Seconded. Motion passed.

Next meeting: Special Call Senate meeting Tuesday April 28, 2009 at 1:30 p.m.

Adjournment: 4:30 p.m.

Respectfully submitted,

Barbara G. Hammack, Secretary