

MEMORANDUM

TO: University Faculty Affairs Committee (UFAC)
FROM: John T. Morello, Associate Provost
DATE: October 26, 2017
SUBJECT: Approval of Additional Language for the Tenure Policy

Background and Rationale

The *Faculty Handbook*, going back to 1990, has had a statement about the Board of Visitors being able to grant tenure “on its own initiative.” From time to time, some faculty members have been awarded tenure and the rank of Professor (or Associate Professor) at the time of hiring. This circumstance has happened only rarely and, whenever it has, the steps outlined in the proposed new language for the *Faculty Handbook* have generally been followed. The proposed addition to §7.6.3 of the *Faculty Handbook* states the steps that should take place whenever an action to award tenure and “senior” faculty rank at the time of hire is contemplated. Adding this language to the *Faculty Handbook* officially records what the procedure is, clarifies our policies for all concerned, and serves to provide a definitive record of the steps to be taken in any future case when there is interest in awarding tenure and faculty rank outside of the usual procedures. The Provost requests that the UFAC review this proposed modification to the *Faculty Handbook* and take action on it. The goal is to add this statement for the next issue of the *Handbook*.

PROPOSED ADDITION TO FACULTY HANDBOOK, §7.6.2 (additional language is in red.)

7.6.2 Authority to Grant or to Withhold Tenure The Rector and Visitors of the University of Mary Washington have the sole authority to grant or withhold tenure. The Board of Visitors fully supports and abides by the statements regarding requirements, criteria, and procedures that follow. However, the Board does retain the authority, on its own initiative, to grant faculty tenure without adhering to the prescribed requirements, criteria, and procedures when it is deemed to be in the best interests of the University to do so. Such action is rarely taken, and it is never taken in such a way as to circumvent the normal procedures for individual members of the faculty on the tenure-track who have applied to be considered for tenure. **In the case of a faculty hire, or an administrative faculty hire, where the administrative faculty member will also be hired with tenured, faculty status (for example, a dean who will also be tenured in an academic department), absent any special circumstances, the proposed home academic unit (department and/or college) would be informed of the intent to award academic rank (and tenure) to the new faculty member and will be given the opportunity to review the person’s CV and any other supporting information and to express its response to the Provost. The relevant college Promotion and Tenure Committee will be asked to review the person’s CV and any other supporting information to determine if the person’s academic record qualifies him or her to be a tenured member of the college’s teaching faculty; they will present the results of their review to the Provost.**