

FACULTY SENATE PROPOSAL

FSP 2003/2004-02

I. PROPOSAL NAME:

Conversion to Tenure-Track Positions.

Formalizing the process to include current tenure-track professors in the process of converting Adjunct and/or Full-Time Temporary Replacements to tenure-track positions

II. STATED PROPOSAL:

The Faculty Senate proposes that the each Academic Department be required to establish a formal process for the conversions of Adjunct Faculty and/or Full-Time Replacement Faculty to tenure-track positions, in keeping with the spirit of the Faculty Handbook, which calls for a formal hiring process in which tenured-track faculty play a vital selection role. The Senate suggests that hiring committees (with either elected or rotating members) be established in each department for the purpose of considering hiring tenure-track professionals for positions opened late in the academic or fiscal year that, in the estimation of the office of Academic Affairs, will be lost unless otherwise filled on short notice.

III JUSTIFICATION:

The Faculty Senate recognizes the economic climate that has given rise to the hiring of Adjunct and Full-Time Temporary Replacement Faculty and regrets this development. The Senate, speaking for the Tenure-Track faculty at the University of Central Oklahoma, does not, however, feel that any such economic considerations should lead to a lessening of the role the Faculty has historically played in the selection process for tenured-track positions.

Currently, in several colleges, faculty are being appointed to the tenure-track position without department faculty members having a formal role in the process. Decisions are made and support is not infrequently acquired for the decision *ex post facto*. This is an unfortunate development, as it lessens the role that the tenured and tenure-track faculty play in the academic development of the university. Furthermore, it may cause a return to the days when, in some departments and colleges, the perception was that favoritism to the chairs or deans subverted professional peer evaluation.

IV. BUDGET IMPLICATIONS:

There will be no added expenses incurred if this proposal is adopted. This proposal will not require implementing the sometimes costly and always time-consuming of national searches, as is currently used to justify hiring of adjuncts, full-time temporary replacements, and tenure-track positions. It will, however, require formal involvement of full-time tenured and tenure track professionals in the process. It will require planning, of course, but planning is a cost effective device, not a cost burdensome one.

V. SUBMITTED BY:

Jere W. Roberson, Ph.D.
Professor of History
Senator, Liberal Arts

Date Received: September 10, 2003
Assigned to Faculty Welfare Committee
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