

Dr. O'Brien's Response to the December 2 Minutes of the Faculty Senate
Addendum to approved Faculty Senate Minutes of 2 December 2011
Received via email January 23, 2012

From: Patrick O'Brien
Date: January 23, 2012
Subject:; RE: re: final, approved Faculty Senate minutes of 2 December 2011

Regarding the December 2 minutes of the Faculty Senate, I note two issues raised that require some clarification.

A question was raised as to the nature of the 3rd Year Review of Tenure Track Faculty. According to System Policy 12.02 Institutional Procedures for Implementing Tenure, Section 9, In lieu of the annual performance review in the fourth year, all tenure track faculty shall receive a comprehensive review to determine the progress toward meeting all tenure requirements established in the tenure track appointment. If a tenure track faculty is not progressing adequately toward the requirements for tenure, action should be taken to non-renew the contract of the individual. System Policy is clear that in part the review is to be summative.

The minutes reflect the following: Historically, only \$600,000 was budgeted for summer, with the additional \$800,000 (for the total of \$1.4 million) coming from salary savings from unfilled positions. Dr. Hallmark would like \$1.4 million budgeted, with the salary savings collected during the year available for other uses.

Two years ago we changed the university's budget so that \$1.4 million is budgeted for summer. We do not rely on salary saving to fund summer salaries. As with all salary saving – faculty and staff - we are currently operating with a process of capturing all salary saving at the university level until such time as revenue, either through appropriations or tuition increases associated with enrollment increases or rate changes, increases sufficiently so as to offset recent budget cuts.

Pat

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