

Resolution on Tenure and Promotion

Prairie View A&M University Faculty Senate

Passed by Overwhelming Majority on October 14, 2016

Whereas, Prairie View A&M University has undertaken to revise its procedures related to tenure and promotion;

Whereas, a draft of the revised procedures was provided to all tenured and tenure track faculty for review on September 15, 2016, including the following language in Article 5.7.2:

In addition to a thorough review of each candidate's academic credentials, the Provost/Senior Vice President for Academic Affairs and the Vice President of Research/Dean of Graduate Studies shall carefully review future academic needs and the availability of financial resources as a part of the evaluation process regarding each promotion and/or tenure decision. In making the recommendation to the President, the Provost/Vice President for Academic Affairs may recommend against promotion and/or tenure on the basis of future academic needs and/or availability of resources.

Whereas, during the probationary period of employment for a tenure-track faculty member, the administration may make a decision of nonrenewal based on the availability of financial resources or the consideration of future academic needs;

Whereas, TAMUS Policy 12.01 (Academic Freedom, Responsibility, and Tenure) outlines procedures whereby even a tenured faculty member's employment may be terminated due to *bona fide* financial exigency or academic restructuring (Article 9);

Whereas, a denial of tenure and/or promotion based on a consideration of financial resources or future academic needs—either of which consideration may be used to terminate a faculty member's employment before or after the award of tenure—renders moot the countless hours of labor expended by the applicant to compile an extensive portfolio demonstrating his/her credentials and merit as well as by the departmental committee members, the department/division head, the college committee members, and the dean to review and evaluate said portfolio;

Whereas, a denial of tenure and/or promotion based on a consideration financial exigency or future academic needs has the effect of revoking the applicant's right of appeal, which can only be initiated on grounds of a violation of academic freedom, illegal discrimination, or inadequate consideration of the faculty member's record of professional achievement;

Now, therefore be it resolved, that Prairie View A&M University's official procedures for tenure and promotion be revised so as to remove any language allowing for a denial of tenure for reasons of financial exigency or academic restructuring and to state explicitly that at each stage of review, including the review of the Provost and Senior Vice President for Academic Affairs, the recommendation be accompanied by a rationale that references *only* the academic credentials and merit of the faculty member in the areas of teaching, research, and service.

Dr. M. Clay Hooper
Speaker of the Faculty Senate

Dr. Michael Nojeim
Vice Speaker of the Faculty Senate