

RESOLUTION TO AMEND PROCEDURES FOR FACULTY APPOINTMENTS WITH TENURE

WHEREAS, the Faculty Handbook contains policies governing the hiring of faculty members with tenure, and

WHEREAS, current procedures outlined in the Faculty Handbook do not provide for faculty review of new hires with tenure at all levels of the promotion and tenure process; and

WHEREAS, in the interest of strengthening the processes by which new faculty members with strong and desirable credentials are fully vetted and approved at all levels of the university's promotion and tenure processes; and

WHEREAS, the expectation is that the review of tenure will be completed as quickly as possible to best serve the interests of the prospective faculty member, the department, the college, and Virginia Tech;

NOW, THEREFORE BE IT RESOLVED, that the Faculty Handbook be amended to include revised language in section 3.3 as attached (new language is in red and underlined).

RECOMMENDATION:

That the Board of Visitors approve the above resolution.

June 5, 2017

3.3 Procedures for Faculty Appointments with Tenure

~~An offer of~~ A faculty appointment with tenure may be made with the review and approval of the department head or chair, the department promotion and tenure committee, a subcommittee of the college promotion and tenure committee appointed by the dean, the dean, a subcommittee of the university promotion and tenure committee, the provost, and the president. Ultimately, final approval rests with the Board of Visitors.

The dean forwards to the provost and president for their consideration and decision: the candidate's application package, including cover letter, curriculum vita, and at least two letters of reference which address the appointment of rank and tenure; documentation of the department promotion and tenure committee's approval of rank and tenure, documentation of the college promotion and tenure subcommittee's approval of rank and tenure, and concurrence of the department head or chair and dean with as much supporting evidence as deemed appropriate; and a brief overview of the search itself—how many candidates applied, were interviewed, and what is the compelling case for the candidate. With approvals by the department committee and the department chair/head, and approvals by the college subcommittee and/or the dean, the provost will forward the candidate's package to the university promotion and tenure subcommittee, which will include three faculty members who previously served on the university committee. The provost will invite faculty members who are rotating off the university committee to serve on the subcommittee and will appoint others with prior experience as necessary. The provost will receive the recommendation of the university promotion and tenure subcommittee and will make a recommendation to the president. The president makes the decision to approve and takes the final approval to the Board of Visitors.

In general, faculty recruited from a comparable university should be recommended for a position at Virginia Tech at a similar level with tenure. If the recommended appointment involves a promotion or the initial awarding of tenure, the case must be strongly justified. If an individual is coming from a university with a less extensive research mission, or a university of lesser stature, the case must also be strongly justified.