

Arkansas State University
Board of Trustees
March 12, 2004
Resolution 04-05
Contact: Dr. Susan Allen 870-972-2030

ACTION ITEM:

The Research and Academic Affairs office seeks approval to implement the following changes to the Promotion, Retention and Tenure (PRT) Policy, effective with the 2004-2005 review cycle.

Promotion, retention and tenure are awarded by the Board of Trustees acting through the president of the university; therefore, PRT policy changes must be approved by the ASU Board of Trustees.

BACKGROUND:

The University Promotion, Retention and Tenure Committee (UPRTC) and the Faculty Senate recommend the following PRT policy changes be made. The UPRTC met on December 12, 2003, to discuss whether it is fair to evaluate pre-tenure faculty using the criteria in place the year they apply for tenure as opposed to the criteria in place when they were hired and voted unanimously to submit the following proposed change. The Faculty Senate voted to support this change on February 6, 2004.

Proposed Additions to Section 5, Page V-5, of the Faculty Handbook:

Criteria Used for Promotion and Tenure Evaluation of Pretenure Faculty

Pre-tenure faculty will be evaluated for tenure and promotion based on the department, college and university criteria in place during their third year of employment on a pre-tenure appointment.

Negotiation of Tenure and Rank with Initial Appointment - A prospective faculty member (with the exception of presidential candidates) may negotiate the terms of initial employment with regard to tenure status and academic rank based on the professional productivity earned in previous employment settings. Any such terms must be approved by the president of the university and be based on the thorough review and positive recommendations of the departmental PRT committee within the academic unit in which tenure and rank will be held. Documentation of negotiated terms authorizing application for early tenure and/or promotion must be included with the PRT application.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Jonesboro is approved to implement the above changes to the PRT policy, effective August 2004.