**MEMORADUM**

TO: Charles Watson, President of the Faculty Senate

FROM: Lynn Burley, President of UCA’s Richard Hudson Chapter of the American Association of University Professors

RE: Increasing the Tenured Ranks at UCA

DATE: 5 February 2014

UCA’s Richard Hudson Chapter of the American Association of University Professors respectfully requests that the Faculty Senate begin a discussion to change the rank of Senior Lecturer/Senior Clinical Instructor/Senior Laboratory Instructor to a tenured rank.

In 2011, the Faculty Handbook Committee submitted to the Faculty Senate a proposal to create the new rank of Senior Lecturer/Senior Clinical Instructor/Senior Laboratory Instructor. The proposal included the recommendation that this rank be tenurable. When the Faculty Senate formally considered the proposal, the question was split with the result that the new rank was approved but not as a tenurable rank.

We believe this rank should become a tenured rank for a number of reasons.

The AAUP’s 1940 Statement of Principles on Academic Freedom and Tenure, the document still used today to define tenure, states:

Tenure is a means to certain ends; specifically: (1) freedom of teaching and research and of extramural activities, and (2) a sufficient degree of economic security to make the profession attractive to men and women of ability. Freedom and economic security, hence, tenure, are indispensable to the success of an institution in fulfilling its obligations to its students and to society.1

Given our strategic planning objective of maintaining academic excellence, this must include striving for the 75% of tenurable faculty that the National AAUP recommends.2 However, UCA has not demonstrated a commitment to increasing tenure-line faculty. We continue to create nontenure-track positions to meet increased enrollment. Additionally, we have no guarantee that retiring tenured professors will be replaced with new tenure-track hires. The alarming decrease in tenure-line faculty reflects a national trend,3 and we need to find ways to increase our tenure lines.

We also see that tenure is an issue of diversity. Nationally, woman outnumber men in lecturer and adjunct positions but are only 46% of assistant professors, 36% of associate professors, and 21% of full professors.4 In 2011, the last year for which I can find data, 32% of tenured faculty were female and 73% of non-tenure track full-time faculty were female.5

We further find that minorities are underrepresented in our tenured ranks. Thirty-eight full-time faculty in 2011were of a race other than white. While data to determine whether these minorities were in tenure-line positions is not available, a review of faculty rosters from that year indicate that a large majority of these faculty were not tenure-track.

In addition, our *Faculty Handbook* states, “Tenure is intended to assure the university that there will be continuity in its experienced faculty and in the academic functions for which they are responsible.”6  Faculty must have been in in the Lecturer I and II/ Clinical Instructor I and II/Senior Laboratory Instructor I and II positions for at least twelve years before being eligible to apply for the Senior positions, and the requirements for achieving the Senior rank are as rigorous or nearly so as it is now to achieve tenure. Since we are requiring our Senior rank faculty to achieve the same level of effectiveness in teaching and service, and the same, or nearly the same, achievement in scholarship, research and creative activity, it is incumbent upon us to recognize the commitment of these faculty in the same way we recognize our current tenured faculty.

We believe creating a tenurable Senior Lecturer/Senior Clinical Instructor/Senior Laboratory Instructor rank will improve our numbers of tenured faculty, increase the number of women and minorities within the tenured ranks, and enable us to recognize the importance of these permanent faculty to our institution.

We respectfully request that the Faculty Senate take this issue under advisement and initiate a campus-wide discussion of the possibility of placing the rank of Lecturer/Senior Clinical Instructor/Senior Laboratory Instructor within the tenured ranks.

Sincerely,

Lynn Burley

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1American Association of University Professors. “1940 Statement of Principles on Academic Freedom and Tenure.” <http://www.aaup.org/AAUP/pubsres/policydocs/contents/1940statement.htm>

2American Association of University Professors. “Background Facts on Contingent Faculty.” <http://www.aaup.org/issues/contingency/background-facts>

3American Association of University Professors. “Contingent Appointments and the Academic Profession.” <http://www.aaup.org/AAUP/pubsres/policydocs/contents/conting-stmt.htm>

4American Association of University Professors. “Contingent Appointments and the Academic Profession. <http://www.aaup.org/AAUP/pubsres/policydocs/contents/conting-stmt.htm>

5University of Central Arkansas. “2011 Factbook.” <http://uca.edu/ir/files/2012/04/Factbook2011_41.pdf>

6 University of Central Arkansas. *FacultyHandbook*. p. 12. <http://uca.edu/academicaffairs/files/2011/08/FHB-May-2013-FINAL.pdf>