

A Tenure Process for Honors College Faculty
- A Proposal -

The purpose of this proposal is to outline a possible process whereby the integrity and traditional meaning of tenure might be maintained, while allowing the Honors College the greatest possible degree of appropriate independence.

The main points of this proposal are as follows:

1. Hiring for Honors College faculty positions would be done jointly by the appropriate departments and the Honors College.
2. The Honors College would have the freedom to define the special areas of training, competence, expertise, knowledge, etc. needed by the Honors College in the hiring of a potential faculty member. The appropriate departments would have the right to ensure that potential faculty members have sufficient breadth and depth in background and training to teach that department's general courses for general education and majors/minors.
3. Faculty members hired under this plan would spend the probationary period for tenure (the first six years of their appointment) working in both a department and the Honors College.
4. Faculty members hired under this plan would be funded by the Honors College and by the university with the intention that after six years and successful tenure decision, they will move from a joint appointment to a permanent full appointment in the Honors College. Thus, departments would practically use such faculty not as permanent departmental faculty occupying lines in the department but as long-term temporary faculty filling places otherwise filled by other forms of temporary faculty. In no case should the presence of such a faculty member in a department prevent or hinder that department from being able to fill its normal and appropriate positions based on existing or new lines.
5. During the six-year probationary period, faculty members hired under this plan would do substantial work in both the Honors College and the discipline-appropriate department and would thus build a body of teaching, scholarship and service that could be appropriately evaluated by both the tenured Honors College faculty and the tenure committee of the discipline-appropriate department.
6. The actual department-level decision regarding tenure for these faculty members would be undertaken by the departmental tenure committee with the addition of tenured Honors College faculty (so long as Honors College faculty do not make up a majority of the committee making this decision.) The chairman-level review and recommendation regarding tenure would be carried out jointly by the chair of the department and the Director of the Honors College. Mid-tenure reviews would be conducted by the departmental tenure committee,

tenured Honors College faculty, the departmental chair, and the Director of the Honors College.

7. Following the probationary period served in a department and the Honors College and a favorable tenure decision, a faculty member under this plan would become a full-time and permanent member of the Honors College faculty. His/her tenure would follow him/her into the Honors College.

It is hoped that this plan would allow for an appropriate and genuinely discipline-based tenure decision, while allowing the Honors College to recruit and retain appropriate faculty without losing its present independence and character.