

Senate Resolution: Recommendation on Tenure for Administrative Hires (Passed 9.11.26)

*Whereas* the APT indicates that “newly appointed administrators desiring faculty rank and/or tenure must negotiate this with an academic unit and receive the approval of the Dean and Provost.”

*Whereas* it is an important recruiting tool for external administrative hires to offer faculty rank and/or tenure for the purposes of guaranteeing these administrators a position at the university in the case of the termination of their administrative position.

*Whereas* it has become increasingly common for administrators to elect this option, with substantial impacts on college budgets at a time of severe budget crisis.

*Resolved:*

The Faculty Senate recommends the following safeguards for all future administrative hires in which faculty rank and/or tenure is desired:

1. Upon leaving an administrative position for a faculty position, the individual’s salary will be set at the median salary (by rank and appointment) in the department they will be appointed in.
2. If, as part of negotiations, the candidate wishes to secure a higher salary guarantee, this excess salary over the department median will be covered through the Chancellor’s or Provost’s budget, not through college or unit budgets.
3. The department chair and Dean of the receiving unit must be notified that an administrator is returning to their department *prior* to any campus-wide announcements.
4. Newly returning faculty are required to meet with the department chair before the close of the term in which their return to faculty is announced. The purpose of this meeting is to discuss plans and expectations for teaching, research, and service. Returning faculty are expected to begin full teaching, service, and research responsibilities on par with other faculty in the department after any approved sabbatical period.

*Resolved:* While departments are free to make their own decisions on voting to grant a faculty line and/or tenure to administrative hires, the Faculty Senate strongly recommends a “no” vote unless the above-mentioned conditions are met.