

Faculty Senate Steering Committee Motion

To create a Task Force to explore the idea of creating Teaching-Intensive Tenure lines

January 4, 2016

Whereas the Faculty Senate concurs with the shared desire expressed by the administration and PSU-AAUP to provide increased job security and avenues for promotion for faculty;

Whereas the Faculty Senate considers especially important the exercise of academic freedom that comes with tenure and thus would like to see a greater percentage of PSU's faculty hired in tenure lines;

Whereas the Faculty Senate also values the role of the scholar-teacher who participates in a variety of spheres of academic life, thereby enriching the student experience, departmental exchanges and the scholarly conversation within the faculty member's discipline;

Be it resolved that the members of the PSU Faculty Senate create a task force to explore the creation of teaching-intensive tenure lines to complement the scholar-teacher lines that must remain primary to departmental composition.

The charge will be to:

- Research models at other universities.
- Solicit feedback from campus through a variety of means including all-campus forums. At least two forums, scheduled during different teaching blocks, will be organized and publicized to all potential stakeholders, including but not limited to students, all faculty (tenure-line, NTT and adjunct faculty), department chairs, employees responsible for student and/or faculty support, and administrators.
- Provide an interim report to the Faculty Senate on their research and the feedback generated through outreach.
- Review models, feedback from campus and input generated at the Faculty Senate meeting, and formulate a proposal for the creation of teaching-intensive tenure lines at PSU, addressing such topics expectations for hiring, granting of tenure, promotion, work load, departmental and campus contributions, and suggestions for implementation.
- Hold a second round of campus-wide forums to solicit feedback on the proposal, including Faculty-Senate organized meetings and any additional venues thought useful.
- Revise proposal based on second round of feedback, then present to the Faculty Senate for a vote.

The task force will consist of five members appointed by the Senate, two appointed by the administration and two by PSU-AAUP. The majority of task force members will be tenured faculty.

Let it be noted that these positions are not to be conceived of as subordinate to our current scholar-teacher lines, thus it is expected that these lines would be filled by candidates holding terminal degrees in the field and have equivalent training to that of other tenure line faculty.

Recommended Timeline:

PHASE ONE: RESEARCH/MODELS/ANALYSIS/FEEDBACK

By March 2016: Task force members appointed and the group convened.

Spring 2016: Task force researches models and best practices for rewarding tenure for teaching.

Fall 2016: Two or more public forums held to present results of research and solicit feedback from campus. In addition to forums, feedback solicited online and through other means.

Winter 2017: Task force reviews research and feedback and makes an interim report report to Faculty Senate.

PHASE TWO: EXPLORE PSU_SPECIFIC MODEL AND IMPLEMENTATION

Spring 2017: Task force drafts a proposal for the creation and implementation of tenure for teaching at PSU.

Fall 2017: Task force presents its preliminary recommendations to the Faculty Senate and solicits feedback.

Winter 2018: At least 2 campus-wide forums held to present the task force's recommendations and solicit feedback widely from across campus. Forums augmented by online and write-in feedback.

Spring 2018: Task force recommendations presented at April meeting of the Faculty Senate, questions answered at the May meeting, vote held during June meeting.