TO: Dr. Jason Best, Faculty Senate President  
Mr. Brian Hammond, Chair of Classified Staff Council  
Ms. Monet Johnson, President of Student Government Association

FROM: Suzanne Shipley

DATE: March 30, 2010

SUBJECT: Notice of Board of Governors Policy Making

Pursuant to Policy One of the Board of Governors, I hereby give notice that the University is proposing to amend Board Policy 19, Academic Freedom, Professional Responsibility, Promotion, and Tenure. The revisions to this policy include updates based on recent changes to HEPC rules relating to faculty appointments as well as improvements recommended by the Faculty Senate.

Policy 19 has previously been developed in two components. The base policy text is the shorter component, expressing fundamental concepts. In this revision, no changes are proposed except as to the effective date. The Appendix is the complete framework of specific faculty personnel policies and is formatted to mimic the traditional layout of Shepherd’s Faculty Handbook. The substantive changes are on pages 2, 3, 14 and 19 of the Appendix, with the following effect:

1) Insertion of a new paragraph implementing HEPC rule provisions authorizing use of “term” appointments in non-tenure-track status.

2) Insertion of a new paragraph implementing HEPC rule provisions authorizing temporary conversion of a tenure-track appointment into part-time status, tenure-track status with a one-year tolling of the “tenure clock”.

3) Insertion of a new paragraph implementing the Faculty Senate recommendation to authorize the stopping of the “tenure clock” for one year to accommodate tenure-track faculty who encounter exigent circumstances.

4) Revised language implementing the Faculty Senate recommendation that if new faculty are given two years of tenure-service-credit, the pre-tenure review will occur in year four, rather than year three.

5) Insertion of a new sentence which emphasizes that all tenure-track faculty are required to participate in the pre-tenure review process.

6) Insertion of a new sentence implementing the premise of the Faculty Senate recommendation to require the respective supervising deans to affirmatively and formally address with tenure-track faculty their obligations as to pre-tenure review.

I enclose a copy of the proposed revisions to the policy.
The on-line version of this notice includes separate links for the base policy and the appendix. To facilitate conservation of paper printing, a short copy that only includes the pages from the appendix on which changes were made is attached.

New language is underlined. Deleted language is shown in strikes.

You and any interested persons are invited to submit comments or suggestions to me in writing at any time prior to the close of business on May 3, 2010. The Board of Governors will probably take up this proposed amendment for action at its meeting on May 13, 2010.

A copy of this Notice will also be posted on the Board’s web page and will be available for anyone to obtain from my office.

cc: Dr. Brian Noland, Chancellor