

Proposals from Tenured Faculty concerning the Office of the Dean

- 1) A tenured faculty member who becomes an academic dean maintains their faculty rank and tenured status and upon leaving the dean's position shall return to full time faculty status with tenure unless terminated under the provisions of the section titled "Termination Review and Reinstatement Procedure" in the handbook.
- 2) Academic deans hired from outside the University shall be assigned a faculty rank and have the full rights and responsibilities of a full time faculty member while serving in an administrative capacity.
- 3) Academic deans shall sign faculty contracts and be subject to the Faculty Compensation Matrix. In addition, they will be offered letters of appointment stipulating their administrative responsibilities and any additional stipend relating to their administrative duties.
- 4) Academic deans are eligible for tenure and promotion through the same procedure as regular full-time faculty.
- 5) Academic deans are not eligible to apply for sabbatical while serving in an administrative position; however, time serving as dean accrues toward the next leave.
- 6) The processes of searching, interviewing, selecting, and hiring of academic deans should be an "open" process (i.e. faculty and administrators will have access to these files and activities per HR rules and regulations) that allows input from the faculty of the college and the larger university. A faculty group of at least three members of the particular college, selected by the college faculty, should be involved in each of these processes and give significant input and recommendations to the upper administration and president's office. Faculty understand that their input in the Dean selection process is an essential part of shared governance, and that the ultimate decisions will be made by the Board of Trustees upon suggestion by the President after receiving collective input by the VPAA and Provost.
- 7) Deans shall be evaluated annually by the VPAA with input from the faculty via an anonymous employee opinion survey.
- 8) Section 4.2.2.1 shall be removed from the handbook.