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A Resolution to Reduce Bias in Tenure and Promotion Decisions within the Unit and College on the Georgia Southern University campus

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Approved by the Senate:

Not Approved by the Senate: 3/3/2005

Approved by the President:

Not Approved by the President:

A Resolution to Reduce Bias in Tenure and Promotion Decisions within the Unit and College on the Georgia Southern University campus.

Submitted by: Mark Welford

3/3/2005

Motion:

“The Dean must charge/or hold the Tenure and Promotion Committee responsible for solely evaluating each faculty member’s tenure/promotion documents, and all discussions and evaluations by the committee should comply with each College’s Bylaws.”

Rationale:

Senate Response:

3/3/2005: Jeanette Rice Jenkins called upon Mark Welford, Chair of the ad hoc committee charged with studying the question of whether former administrators should be barred from serving on college Tenure and Promotion committees and the Faculty

Senate for a period after they finish their administrative duties. Welford's committee considered the following recommendations/motions:

Motion 1: The Dean must charge/or hold the Tenure and Promotion Committee responsible for solely evaluating each faculty member's tenure/promotion documents, and all discussions and evaluations by the committee should comply with each College's by-laws.

Motion 2 Suggestion 1: Both members of the Corps of Instruction (see Board of Regents Policy Manual, Section 302.02) and Administrative Officers (see Board of Regents Policy Manual, Section 302.03) have the right to be elected to the Faculty Senate. However, all Administrative Officers will act as ex-officio officers without the right to vote in the Senate or hold positions as chairs of Senate committees.

Suggestion 2: Only members of the Corps of Instruction (see Board of Regents Policy Manual, Section 302.02) have the right to be elected to the Faculty Senate. If a member of the Corps of Instruction becomes, during their tenure on the Faculty Senate a member of the Administration, their immediate alternate elected by their College will replace the member.

Welford stated that the committee voted to recommend that the Senate say no to the first motion and, of the two suggestions under motion 2, they preferred the latter but they thought the Senate should decide between them. Rice Jenkins called upon the Senate to vote whether they should accept the report of Welford's committee. The Senate voted "aye" to that question by voice vote.

Pat Humphrey moved that Welford's committee be discharged and this motion also passed by voice vote. Welford then introduced the motion: "The Dean must charge/or hold the Tenure and Promotion Committee responsible for solely evaluating each faculty member's tenure/promotion documents, and all discussions and evaluations by the committee should comply with each College's Bylaws."

Welford clarified that the intent of this motion was that college Tenure and Promotion committees should evaluate candidates solely on the basis of the packages presented by those candidates and the Dean should so charge such committees.

Leslie Furr (CHHS) called the question to end debate on the motion and the Senate voted to end debate.

Rice Jenkins then called for a vote on the Welford motion. The motion failed on voice vote.

Welford then introduced a second motion: “Members of the Corps of Instruction (see BOR Policy Manual Section 302.02) have the right to be elected to the Faculty Senate. If a member of the Corps of Instruction becomes, during their tenure on the Faculty Senate a member of the Administration, their immediate alternate elected by their College will replace the member.”

Candy Schille (CLASS) asked if this amendment would exclude the Director of Women’s and Gender Studies. Rice Jenkins replied that it would exclude anyone who has accepted a full-time administrative post. Rice Jenkins then called for a vote on this motion. The motion failed by hand count.