



**\*\*Revised 9/12/2018\*\***

DATE: August 1, 2018

TO: Cathy Paris  
President, Faculty Senate

FROM: Jim Vigoreaux  
Associate Provost for Faculty Affairs

RE: Review Process for Incoming Administrators with Faculty Appointments

**Issue:** The awarding of tenure for incoming administrators with faculty appointments, including president, provost, deans, and some chair positions (for which the underlying position is full professor), is subject to university review and faculty approval processes. We seek the Faculty Senate's advice on eliminating this process as it is redundant, impractical and an inefficient use of faculty time.

**Redundant:** The application for academic administrator positions require the rank of tenured professor (with the exception of some chair positions). The selection of academic administrators with faculty appointments follows a thorough and strongly vetted process that involves faculty from appropriate disciplines who evaluate the research/scholarly achievements of the candidate for evidence of professional stature.

**Impractical:** Requesting the chosen candidate to complete the greensheet process after rising to the top of a national search sends a conflicting signal that some candidates may find insulting and some external reviewers may find inappropriate. Administrative appointments are 12-month appointments (with the exception of some chair positions) that typically begin in the summer, at or near the beginning of the fiscal year. This requires convening faculty (department, FSC, PSC) for committee work during the summer, a process that has proven challenging and often generates resentment among those involved.

**Inefficient use of time:** I could find no record at UVM of an incoming administrator with faculty appointment whose tenure was not granted.

**Recommendation:** Administrator positions with faculty appointments, including department chair positions, will require an earned doctorate/terminal degree and an outstanding record of teaching and scholarship, as evidenced through earned promotion to full professor. At the time of hiring, the provost will seek the recommendation of the search committee **and the home department or school** as to the granting of tenure at UVM. In situations where the granting of tenure is not clearly obvious, the provost can invoke the regular faculty tenure-review procedure.

cc: David Rosowsky, Provost and Senior Vice President