

Year: 2009-10 Number: 3

RESOLUTION BY THE FACULTY SENATE OF DELTA STATE UNIVERSITY OF CLEVELAND, MISSISSIPPI, EXPRESSING DISAGREEMENT WITH CHANGES TO THE MISSISSIPPI INSTITUTIONS OF HIGHER LEARNING PERSONNEL POLICY PROPOSED BY COMMISSIONER HANK BOUNDS

WHEREAS, during the IHL Board of Trustees' Dec. 17, 2009, meeting Commissioner Hank Bounds presented a proposal to significantly change the IHL's current policies regarding the non-renewal and termination of tenure-track faculty and the termination of tenured faculty, including the following;

- Setting April 1 as the deadline for notification of non-renewal of all tenure-track faculty for the following year.
- Identifying lack of funds as a basis for termination of tenure-track faculty with 30 days notice.
- Reducing to 180 days the minimum period of continuation of employment for tenured faculty terminated as a result of financial exigency or reduction of programs or units.
- Providing that only tenured faculty members would be allowed to request an appeal hearing upon notice of termination and that the Commissioner would receive all tenure requests and decide which should be heard by the IHL Board.

WHEREAS, the Commissioner's specific request for effective veto power over whether the board is allowed to hear a tenured faculty member's termination appeal is not warranted by the economic crisis and risks allowing the faculty makeup of universities to be subject to political rather than academic determinations; and

WHEREAS, the proposed changes weaken the institution of tenure, which has been a internationally time-honored way of providing faculty members with intellectual freedom and rewards for contributions to their institutions and their communities; and

WHEREAS, these changes to tenure have the potential to damage the ability of the member campuses of the Institutions for Higher Learning to recruit and retain high quality faculty in a state that lags behind other states in providing competitive salaries; and

WHEREAS, all remedies for alleviating the impact of the current economic crisis on Mississippi's state-sponsored colleges and universities have not yet been exhausted ; and

NOW, THEREFORE, BE IT RESOLVED BY THE FACULTY SENATE OF DELTA
STATE UNIVERSITY OF CLEVELAND, MISSISSIPPI

That:

permanent changes to the institution of tenure at Mississippi colleges and universities are
not warranted by a temporary economic crisis.

SPONSOR: Don Allen Mitchell

ADOPTED: February 11, 2010

Patricia Roberts
President, Faculty Senate