

**Sense-of-the-Senate Resolution on Teaching-Intensive Tenure Track Faculty
Promotion and Tenure & Professional Relations Committees
November 13, 2017
First Reading**

Whereas the Faculty Handbook already allows for variable workload distribution at time of hire (II.A.1.B);

Whereas the erosion of tenure both locally and nationally is a major threat to academic freedom, shared governance, curricular integrity, the tenured faculty to student ratio that impacts ranking, and increasing research, scholarly, and creative activity of all faculty;

Whereas it should be a guiding principle that teaching needs should be addressed by teaching-intensive Group I rather than non-tenure track faculty;

Whereas the previous guiding principle is eroded with increasing numbers non-tenure track faculty;

Be it resolved that departments, schools, and colleges intentionally provide the means by which to consider teaching-intensive tenure lines through planning, promotion and tenure criteria, and workload management;

Be it resolved that those responsible for hiring decisions hire teaching-intensive tenure track faculty before hiring non-tenure track faculty whenever possible;

Be it resolved that the Senate and Administration seriously consider mechanisms for converting appropriate non-tenure track lines to teaching-intensive tenure track lines;

Be it resolved that departments ensure that promotion and tenure criteria reflect actual workload distribution of faculty, including teaching-intensive faculty.