

Longwood University Faculty Senate  
**PROPOSAL/POLICY COVER SHEET**

This cover sheet is intended to provide information to members of the Faculty Senate about a new proposal/policy or about revisions to an existing proposal/policy. **If you are proposing a new policy, then attach the text of the policy to this form. If you are proposing a change to an existing policy, then attach the text of the current policy with any deleted language marked by a strikethrough and with new language marked by an underline. If you are deleting a policy, then attach the text of the policy to be deleted.**

**COMMITTEE(S)** that authored or sponsored this proposal:  
 Senate Committee on Tenure and Promotion Policies and Procedures

**TOPIC:** Lecturers who are hired into tenure track lines being able to negotiate up to three years toward tenure.

**BACKGROUND** (Provide a brief statement describing the origins of this proposal, the nature of the problem it addresses, and the work completed to devise the proposal):

There are three locations in the FPPM that pertain to lecturers who are later hired into tenure track lines. Specifically, there is an inconsistency whether these individuals are able to negotiate up to three years toward tenure when hired into those tenure track lines. Currently, pages 78, 83, and 104 of the FPPM are not consistent.

**SUMMARY OF NEW POLICY OR PROPOSED CHANGES OR DELETIONS TO AN EXISTING POLICY** (Provide a brief list or statement describing the content of the policy or the proposed changes or deletions):

Changes have been made to indicate that the Lecturer who is later hired into a tenure track line may negotiate up to three years toward tenure.

**RATIONALE FOR THE POLICY OR PROPOSED CHANGES** (Provide a brief statement as to why the new policy, the changes, or the deletion is needed):

There needs to be consistency in a policy.

Date submitted to Senate Executive Committee for Consideration: \_\_\_\_\_

Action(s) Taken:

Date first read at Faculty Senate: \_\_\_\_\_

Action(s) Taken:

Date final action taken by Faculty Senate: \_\_\_\_\_

Final action(s) Taken:

Page 78 of FPPM says:

6. The sixth year tenure review is a one-time process. A candidate may withdraw but may not reenter the process. At the time a faculty member is appointed ~~hired to a tenure-track position~~, he/she may seek up to three years credit towards tenure based upon prior ~~tenure-track~~ teaching, scholarship and service. Such credit may be granted by the PVPAA upon the recommendation of the department chair and the department tenure committee and with the approval of the college dean. The granting of such credit shall be transmitted to the President and the Board of Visitors for approval. Any credit towards tenure shall be written into the faculty member's initial contract and will be irrevocable. A faculty member who requests and receives credit towards tenure may not rescind this request and return to a longer probationary period at a later date

Page 83:

6. The lecturer rank is a non-tenure track appointment. ~~Time spent at the lecturer rank does not count toward tenure or promotion (although~~ A lecturer who is later appointed to a tenure track position may seek up to three years credit towards tenure based upon prior teaching, scholarship and service ~~may ask for a reduced probationary period~~ as in Section III.G.6 of the FPPM. Lecturers will be given one year, non-tenure track contracts. No one will be employed at the rank of lecturer for more than six years (unless the position has been designated a "continuing" lecturer position and the individual is appointed as a Senior Lecturer as in 7. below).

p.104

5. Tenure review is based on a significant period of full time teaching, scholarship and service. Tenure review is a one-time process. A candidate may withdraw but may not reenter the process. The probationary period for tenure shall be six years. Procedures for tenure consideration specified in Appendix D occur during the probationary faculty member's sixth year of employment, with tenure normally awarded to successful candidates at the beginning of their seventh year of full time employment. Only years under a full time contract shall satisfy this requirement; periods of academic leave or part time employment shall not count. At the time a faculty member is appointed to a tenure track position ~~hired~~, he/she may seek up to three years credit toward tenure based upon prior ~~tenure track~~ teaching, scholarship and service. The PVPAA may grant such credit upon the recommendation of the department chair and the department tenure committee, and with the approval of the dean. Credit towards tenure shall be written into the faculty member's initial tenure track contract and will be irrevocable. A faculty member who requests and receives credit towards tenure may not rescind this request at a later date. For faculty members without prior ~~tenure-track~~ teaching experience, tenure review is to be concurrent with application for promotion to the rank of Associate Professor. Exceptions to this policy must be specified in a faculty member's initial contract.