




# UNIVERSITY COMMITTEE ON FACULTY TENURE

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Chair, UCFT



# What is the UCFT?

## The University Committee on Faculty Tenure

- Advises the Provost on the formal and procedural rules for the award and revocation of tenure and on policies relating to tenure.
- It makes recommendations to the Faculty Senate on such rules and on policies.
  - *For example, automatic extension of the tenure clock during COVID.*
- It participates in the process set out in the *Discipline and Dismissal of Tenured Faculty for Cause* policy.
- It hears and acts on all cases for exceptions to the rules of tenure.
- Its decisions are binding on the administration and on the faculty member.
- It DOES NOT make recommendations on reappointment, promotion, and tenure of MSU faculty.

# Membership of UCFT

- One regular faculty member represents each college and the non-college faculty
  - At least three members must be non-tenured, tenure-stream faculty
  - UCAG/Secretary for Academic Governance designate which colleges have non-tenured representatives
- Two undergraduate students from ASMSU
- One graduate student from COGS
- The provost/associate provost (voice, no vote)

# Membership 2024 – 2025

Constituency	Name
Administration	Teresa Mastin
Administration	Kara Yermak
Agriculture and Natural Resources	Laura Schmitt Olabisi
Arts and Letters	Matthew Handelman
ASMSU	Akshith Sam
ASMSU	Suryaprakash Veeraman
Business	Anjana Susarla
COGS	Eleanor Carr
Communication Arts and Sciences	Dan Hiaeshutter-Rice
Education	Janine Certo
Engineering	Mike Hickner
Human Medicine	Susan Barman
James Madison	Allison Berg
Law	Barbara O'Brien
Libraries	Jessica Sender
Lyman Briggs	Bob Bell
Music	Michael Dease
Natural Science	Xiangshu Jin
Nursing	Lorraine Robbins
Osteopathic Medicine	Michael Boivin
RCAH	Eric Aronoff
Social Science	S. Alexandra Burt
Veterinary Medicine	Linda Mansfield

# Automatic Tenure Clock Extensions

The tenure system probationary appointment for the next reappointment/promotion/tenure review is extended automatically (i.e., no faculty request or UCFT review needed) for one year for the following reasons:

1. Leaves of absence with or without pay that are one semester to twelve months.
2. Changes in appointment to 50% time or less for one year.
3. Immigration/visa status that does not permit the award of tenure for candidates who have been recommended for tenure.
4. An extension recommended as an outcome of a hearing and/or appeal conducted pursuant to the Faculty Grievance Policy.

# Extensions Reviewed by UCFT

- Additional extensions **of the probationary** appointment may be requested from UCFT for reasons related to childbirth, adoption, the care of an ill and/or disabled child, spouse, or parent; personal illness; to receive prestigious awards, fellowships, and/or special assignment opportunities; or other such serious constraints.
- In such cases, UCFT considers evidence bearing on the question of whether the circumstances justify exceptions to the standard procedures governing the tenure system.
- UCFT's role is not to evaluate the substantive issues recommended at the departmental or unit level, but to determine whether, given the circumstances of each case, the proposed decisions are consistent with the general interest of preserving the integrity of the tenure system.

# 2024 – 2025 Agenda items for UCFT

- Reviewed requests for extension of tenure clock for seven faculty.
- Reviewed/suggested edits for:
  - *Dismissal of Tenured Faculty for Cause Standing Panel – Term Limit Revisions*
  - *Provost’s Annual Reappointment, Promotion, and Tenure Memo*
  - *External Letters of Reference Policy*
- Upcoming meeting (2/19/2025)
  - *Representatives from Institutional Research will meet with UCFT to discuss department-level data on progress of tenure track faculty*
  - *Start discussion regarding impact on RPT process if RCAH is integrated into CAL*
  - *Potential impact on changes in NIH funding on nontenured faculty in tenure track system*