Proposed Revisions to the Faculty Handbook, March 17, 2021 – Addendum

The revisions below are modifications to the proposed revisions to be presented at the special meeting of the Faculty Senate, March 17, 2021. The modifications refer to the text and pages in the document that appears on the Faculty Senate agenda and to the 2020 Faculty Handbook.

p. 13 Proposed wording for Sec. 2.7.3.2 in the March 17 agenda:

A decision on promotion from associate professor without term to professor without term may be requested at any time the candidate demonstrates the necessary qualifications.

Modified wording to replace the proposed wording, above. The newly modified wording will be placed in Sec. 2.1.1 Tenured Appointment and the proposed wording above will be deleted from 2.7.3.2.

There is no specified time of service in the rank of Associate Professor without term. A request to be considered for promotion from associate professor without term to professor without term may be made by the faculty member at any time.

pp. 3, 13 Combine similar content; modify newly proposed paragraph. Original content is shown in green and blue font. New wording in bold black.

The time required for faculty to serve in the tenure-track is stated in two sections: 2.1.2 Tenure-Track Appointment and 2.7.3.2 Procedures for Promotion and Tenure of Tenured/Tenure-track Faculty (2020 FH Section 2.7.3). The language is now consolidated and placed in Sec. 2.1.2.

A new statement on time required for faculty to serve as tenured associate professors has been modified and moved from Sec. 2.7.3.2 to Sec. 2.1.1 Tenured Appointment.

1. Original 2.1.2 Faculty in their sixth year on the tenure-track at George Mason University stand for tenure at that time if they wish to retain their position beyond the seventh year. Earlier consideration for a tenured appointment is possible under certain conditions. For example, experienced faculty hired on tenure-track appointments from other institutions will not normally be expected to serve a six-year tenure-track period, although there is no requirement that they stand for tenure prior to their sixth year of tenure-track service at George Mason University. Exceptionally, faculty may apply for early consideration based on unusually strong performance.

Original 2.7.3.2 A decision on tenure may be made in any year that the candidate is appointed to the tenure-track unless a specific time is required by the appointment contract. A candidate must be considered no later than the final year of appointment to
the tenure-track. An unsuccessful tenure decision prior to the final year on the tenure-track does not reduce the tenure-track period.

Combined sections 2.1.2 and 2.7.3.2 to replace content in 2.1.2 A decision on tenure may be made in any year that the candidate is appointed to the tenure-track unless a specific time is required by the appointment contract. Faculty in their sixth year on the tenure-track at George Mason University must stand for tenure at that time if they wish to retain their position beyond the seventh year. Earlier consideration for a tenured appointment is possible under certain conditions. For example, experienced faculty hired on tenure-track appointments from other institutions will not normally be expected to serve a six-year tenure-track period, although there is no requirement that they stand for tenure prior to their sixth year of tenure-track service at George Mason University. Exceptionally, faculty may apply for early consideration based on unusually strong performance at George Mason University. An unsuccessful tenure decision prior to the final year on the tenure-track does not reduce the tenure-track period.

p. 7 Strike the words “and termination” from the proposed new wording in 2.4 Criteria for Evaluation of Tenured, Tenure-Track, and Term Faculty.

Faculty are evaluated when they are candidates for a change in faculty status: reappointment, renewal, promotion, or conferral of tenure, or termination (Sections 2.7 and 2.9). Candidates will be evaluated in light of the missions of the University which are teaching; research and scholarship, both theoretical and applied; and service (as defined in Sections 2.4.1-2.4.3). Only these criteria, as further developed and published by the local academic unit, and approved by the Provost, may be used in evaluations of faculty. Peer review plays a central role in the evaluation of individual achievement in each of these areas. The primary consideration in the evaluation of faculty achievements will be the extent to which these continue to improve the academic quality of the University.

p. 14 Change to title and paragraph 2. (Changes are shown in strikeout and italicized brown font.)

3.6.2 Leave Programs for Tenured Instructional Faculty

Faculty must be tenured or on a term multi-year contract, with six years of service at Mason, and have completed six years of such service since a previous study leave. This six-year period includes time spent on leave of absence, unless such leave includes time worked at another agency or institution, in which case an exception must be approved and granted by the Vice President for Research.