

MEMORANDUM

TO: Stafford Faculty Transition Committee

FROM: Richard V. Hurley
President

DATE: August 20, 2010

SUBJECT: Decision on Committee's Recommendations

First, thank you for the time and effort all of you put forth to meet, discuss, and develop recommendations about how faculty working on the Stafford campus could transition into employment contracts presently in place on the Fredericksburg campus. It is clear from the final report the thoughtfulness that went into the deliberations.

Now that I have reviewed and considered both the committee's final report and the dissenting opinion from four of the committee members, I am prepared to ask Dr. Harper to take the lead in implementing and, as necessary, codifying the following policies and procedures that will govern members of the faculty transitioning from three year rolling contracts into other forms of University employment.

- 1) Stafford Faculty can initiate the process of seeking tenure beginning with the 2011-12 academic year.
- 2) Transitioning faculty who hold the rank of professor and declare their interest in seeking tenure will retain their rank throughout the process. They will not have to undergo a second review to justify their original appointment to the rank of professor.
- 3) I have asked Dr. Harper to seek an amendment to the faculty handbook that allows him to make exceptions to the current faculty handbook policy governing the number of RTA positions permitted at the University at any given time. The amendment should include the committee's recommended sunset clause, i.e. the use of the amendment cannot continue beyond the end of the 2015-16 academic year.
- 4) Transitioning faculty who choose the option of becoming an "RTA" will be assigned either the rank of lecturer or senior lecturer.

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- 5) The timelines for the transition process are currently being developed and will be sent out as soon as they are completed.

RVH/anw

cc: Dr. J.A. Harper, Provost
Dr. Mary Gendernalik-Cooper, Dean, College of Education
Dr. Richard Finkelstein, Dean, College of Arts and Sciences
Dr. Larry Penwell, Acting Dean, College of Business