



*Georgetown University*  
**University Faculty Senate**

**Minutes of the Faculty Senate  
 Thursday, November 17, 2005  
 Leavey Center Program Room  
 (for approval)**

**PRESENT:** Arend, Bates, D. Betz, P. Betz, Boettcher, Canzoneri, R. Clarke, Connor-Linton, Cumby, Davis, Diamond, Fink, Friedman, Goldfrank, J. Heath, Hirsh, Iglarsh, Lamiell, J. Larsen, Moran Cruz, Moscovitch, Mueller, C. Norton, J. O'Donnell, G. Owens, J. Peck, Pedrick, Pfeiffer, Ronkainen, Shambaugh, Sitterson, Tilden, Tinkcom, Toporowicz, Verbalis, Vroman, J. Walsh, S.J., T. Walsh, LeRoy Walters, C. Weiss, Witek, S.J.

**ABSENT:** Aleinikoff, Andrews. Bennett. Bondurant, Bloch, Doug Brown, Byrne, Cleary, Cohn, G. Daly, Dimolitsas, Dover, Eagles, Engler, Ernst, Furth, Gale, Gallucci, Glazer, Haft, Hauser, Joyner, Keesling, Kertesz, Lieber, G. Mara, McCabe, McFadden, S.J. (sabb-fall '05), E. Moore, J. Murphy, Oakely, Richmond, S. Ross, Sandberg, Shad, Shedel (sabb-fall '05), Sistrunk, Taylor, L. Walker, Weidenbruch, Zukowska.

**GUESTS:** Stefani Blair (Blue & Gray), Linda Clerch, Gloria Massaro, Marcia Mintz, John McCarthy, John Tutino.

The meeting was called to order at 4:20 pm and adjourned at 6:00 pm

1. Approval of the minutes of the meeting (Oct 18, 2005)

Motion #1: that the minutes of the previous meeting (Wed, Oct 18, 2005) be approved as amended to show the old deadlines for submission to UCRT correctly, and make explicit that leeway on the new deadlines would be granted during 2005-06 and 2006-07.

The motion was passed as follows:

Aye	Nay	Abstain
27	0	4

2. Continuing discussion of the CAFR Tenure Clock Proposal

The greater part of the meeting was taken up with a further discussion of the CAFR tenure clock proposal (initial document with revised grandfather clause are appended to these minutes). The motions proposed and seconded are noted below, along with amendments accepted as "friendly" or accepted by "general agreement." Texts of the original documents and of the final document, incorporating all approved modifications/amendments, are included as addenda to these minutes.

Friendly Amendment: that the proposed "Alternative Prior Service Rule" document (Section 3\*) be approved as submitted and replace Section 3 in the submitted CAFR Tenure Clock Proposal document.

Motion #2: that the text "shall not ordinarily exceed one year and" be struck from Section 4. The motion (refers to the second sentence; lines 3-4 of Section 4 of the CAFR Tenure Clock

Proposal with revised grandfather clause (see addendum) passed as follows:

Aye	Nay	Abstain
32	0	2

Motion #3: that Section 6 be deleted in its entirety from the CAFR tenure clock proposal document.

The motion was passed as follows:

Aye	Nay	Abstain
34	0	1

General Agreement: that the text “while a faculty member is on leave” be struck line 1 of Section 5 of the CAFR Tenure Clock Proposal with revised grandfather clause: see addendum).

Motion #4: that the final two sentences in Section #2 be replaced with the text “However, faculty members who apply for tenure in their final probationary year may request a terminal appointment for the subsequent year during which they would continue their normal teaching assignment without tenure-eligibility in case the application is denied. No application for tenure may be made during a terminal year following expiration of the probationary period. A terminal year appointment must be approved by the tenured faculty of the relevant unit prior to course planning for the year of the appointment.”

The motion was passed as follows:

Aye	Nay	Abstain
34	1	0

Motion #5: that the question on the floor (whether to approve the CAFR proposal as amended so far) be called.

The motion was passed as follows:

Aye	Nay	Abstain
27	6	0

Motion #6: that the CAFR Tenure Clock Proposal document as amended (above) be approved for inclusion in the Faculty Handbook.

The motion was passed as follows:

Aye	Nay	Abstain
30	2	0

Motion #7: that the Faculty Senate establish a committee to explore the University's family care policies and that the committee be called the Family Care Policy Review Committee.

The motion was passed as follows:

Aye	Nay	Abstain
27	3	1

Motion #8: that the issue of the Family Care Policy Review Committee be referred to the University Faculty Senate Steering Committee to develop and extend the charge to encompass the related issues of terms of employment as designed to ensure equitable treatment for all faculty members. Also, that the Family Care Policy Review Committee report the results of its deliberations to the Faculty Senate.

The motion was passed as follows:

Aye	Nay	Abstain
32	0	0

Documents Appended to the minutes of Nov 17, 2005

1. The modified CAFR Tenure Clock Proposal

Following discussion the CAFR Tenure Clock Proposal was modified to be consistent with the amendments moved and approved at the meeting (see minutes).

The following documents related to the CAFR Tenure Clock Proposal were provided and discussed at the Faculty Senate meeting of Nov 17, 2005.

2. The CAFR Tenure Clock Proposal (with revised grandfathering clause)

This is the initial document that formed the basis for the discussion.

3. Alternative Prior Service Rule

This is the proposed revision to Section #3 of the CAFR Tenure Clock Proposal.

**Addendum: Item #1**

The 2006 Georgetown University Tenure Clock Policy  
As modified and approved by the Faculty Senate

November 17, 2005

- 1) The tenure probationary period for untenured full-time members of the Ordinary Faculty is seven academic years. For a faculty member whose term of appointment begins 1 January, or later, none of that academic year counts against the tenure clock. For that person, the first year of the tenure clock will commence with the academic year following his or her initial appointment. The term of the probationary period is not affected by the status of, or changes in, a faculty member's rank (such as instructor or assistant professor).
- 2) An untenured Ordinary Faculty member becomes eligible for tenure review at the end of the third year and may request a review in any year of the probationary period after becoming eligible. Untenured Ordinary Faculty must confirm in writing no later than the beginning of the sixth year: 1) their intention to apply for tenure in the sixth or seventh year of the tenure probationary period, and 2) their understanding of the remaining probationary period and reappointment limits. The appointment of a faculty member whose application for tenure is denied in the sixth year and who does not reapply in the seventh year, will be terminated at the end of the seventh year. However, faculty members who apply for tenure in their final probationary year may request a terminal appointment for the subsequent year during which they would continue their normal teaching assignment without tenure-eligibility in case the application is denied. No application for tenure may be made during a terminal year following expiration of the probationary period. A terminal year appointment must be approved by the tenured faculty of the relevant unit prior to course planning for that year.
- 3) An untenured member of the Ordinary Faculty with previous employment in a tenure\_eligible position at another university will have the probationary period at Georgetown reduced by an amount equal to the number of tenure-eligible years previously served minus one, but the probationary period at Georgetown will not be less than four years. Exceptions need to be approved by the Executive Vice President on recommendation of the Chair and Dean, and explicitly stated in the initial contract. In approving exceptions, consideration should be given to whether the previous employment provided adequate opportunity for scholarship and teaching.
- 4) The tenure probationary period may be interrupted while a faculty member is on leave to perform public or professional service that does not contribute to the production of academic scholarship of the type normally considered in an application for tenure. Such leave and interruption of the tenure probationary period shall not ordinarily be granted in the seventh and final year of the tenure probationary period. The Executive Vice President, acting with the advice of the Chair and Dean, will determine if the leave interrupts the tenure probationary period.
- 5) The tenure probationary period may be interrupted as provided in section XIX, Fringe Benefits, of the 1999 Faculty Handbook, in the New Parent Leave Option for Ordinary Faculty on the Main Campus, or in such other personal and family leave policies that may be adopted from time to time, or due to requirements of District of Columbia, state or federal law.
- 7) Nothing in this policy shall have the effect of reducing the length of the tenure probationary period for any faculty member whose probationary period begins before July 1, 2006. All such faculty will have the length of their probationary period determined by the policies and practices in place at the time of their original appointment. If such faculty have not received a clock-stopping research or teaching leave, they may request a terminal non-tenure-eligible year as specified in paragraph (2) above.

This policy will replace paragraphs 2 and 3 of page 28 of the 1999 Faculty Handbook if approved by the President and Board of Directors.

## **Addendum: Item #2**

### The CAFR Tenure Clock Proposal (with revised grandfathering clause)

- 1) The tenure probationary period for untenured full-time members of the Ordinary Faculty is seven academic years. For a faculty member whose term of appointment begins 1 January, or later, none of that academic year counts against the tenure clock. For that person, the first year of the tenure clock will commence with the academic year following his or her initial appointment. The term of the probationary period is not affected by the status of, or changes in, a faculty member's rank (such as instructor or assistant professor).
- 2) An untenured Ordinary Faculty member becomes eligible for tenure review at the end of the third year and may request a review in any year of the probationary period after becoming eligible. Untenured Ordinary Faculty must confirm in writing no later than the beginning of the sixth year: 1) their intention to apply for tenure in the sixth or seventh year of the tenure probationary period, and 2) their understanding of the remaining probationary period and reappointment limits. A faculty member whose application for tenure is denied in the sixth year and who does not reapply in the seventh year, will be terminated at the end of the seventh year. However, a faculty member who applies for but does not receive a grant of tenure in the seventh and final year of the tenure probationary period will be offered a one-year (non-tenure eligible) appointment for an eighth and terminal year. Such appointment follows the expiration of the probationary period and no application for tenure may be made during the terminal year.
- 3) A member of the Ordinary Faculty with previous employment in a tenure-eligible position at another university will normally have the probationary period at Georgetown reduced by an amount equal to the number of years served at the other institution in a tenure-eligible position, with two exceptions: (1) in no case shall the probationary period at Georgetown be shorter than four years without an explicit and specific contractual provision to that effect and (2) in the rare case where previous employment at another institution in a tenure-eligible position did not, in the sole judgment of the appropriate Georgetown executive vice-president, provide adequate opportunity for scholarship or teaching, the tenure probationary period need not include any or all of the years at the other institution. As a result, references to the length of the tenure probationary period and the number(s) of years cited in Paragraph (2) may be contractually modified.
- 4) The tenure probationary period may be interrupted while a faculty member is on leave to perform public or professional service that does not contribute to the production of academic scholarship of the type normally considered in an application for tenure. Such leave and interruption of the tenure probationary period shall not ordinarily exceed one year and shall not ordinarily be granted in the seventh and final year of the tenure probationary period. The appropriate Georgetown executive vice president, acting with the advice of the relevant dean and department chair, will determine if the leave interrupts the tenure probationary period.
- 5) The tenure probationary period may be interrupted while a faculty member is on leave as provided in section XIX, Fringe Benefits, of the Faculty Handbook 1999 (and in the December 2003 New Parent Primary Caregiver Leave Interim Option), or in such other personal and family leave policies that may be adopted from time to time, or due to requirements of District of Columbia, state or federal law.
- 6) Leaves that interrupt the tenure probationary period are measured in increments of one semester, rounded up to full academic years. (Thus, a leave, or leave accumulation, of one or two semesters interrupts the probationary period for one academic year, three or four semesters for two academic years, and so forth.)
- 7) Nothing in this resolution shall have the effect of reducing the length of the tenure probationary period for any faculty member whose probationary period begins before 1 July 2006. All such faculty will have the length of their probationary period determined by the policies and practices in place at the time of their original appointment.

**Addendum: Item #3**

3\*) An untenured member of the Ordinary Faculty with previous employment in a tenure-eligible position at another university will have the probationary period at Georgetown reduced by an amount equal to the number of tenure\_eligible years previously served minus one, but the probationary period at Georgetown will not be less than four years. Exceptions need to be approved by the Executive Vice President on recommendation of the Chair and Dean, and explicitly stated in the initial contract. In approving exceptions, consideration should be given to whether the previous employment provided adequate opportunity for scholarship and teaching.

RC/jhg