

Motion on Reappointment Case of Dr. Jane Weiss (Revised)

Whereas,

The nonreappointment of Dr. Jane Weiss despite unanimous support in the former English Language Studies Department for a one-year or two-year reappointment, and unanimous support in the Appointment, Reappointment, Promotion and Tenure Committee for a two-year reappointment, violates faculty judgment and the "primary responsibility" of faculty for hiring, evaluating, retaining and promoting its own members, as recognized by the Association of American University Professors (AAUP), American Council on Education (ACE), and Association of Governing Boards of University and Colleges (AGB) Joint Statement on the Government of Colleges and Universities, as amended (1990),

And whereas,

Overtaking recommendations reached through designated departmental and ARPT review processes and substituting determinations entirely outside the range of those considered during the designated review process undermines the trust that makes shared governance possible and creates an uncertain environment for junior faculty,

And whereas,

A violation of justice has occurred in that Dr. Weiss was at no time warned of possible dismissal or provided with a procedure for improving performance to avoid dismissal, prior to her actual notification of nonreappointment,

And whereas,

The AAUP-ACE-ABG Joint Statement on the Government of Colleges and Universities, referenced above, declares that in matters of faculty status "the power of review or final decision lodged in the governing board or delegated by it to the president should be exercised adversely only in exceptional circumstances,"

And whereas,

The AVP's memorandum and letter recommending nonreappointment, dated Aug. 2 and 11, 2004, and President Butts's notification of nonreappointment to Dr. Weiss, dated Aug. 31, 2004, make no reference to exceptional circumstances,

Therefore, be it resolved,

The Senate respectfully urges President Butts to reverse his nonreappointment decision and to retain Dr. Weiss for an additional reappointment of at least one year,

And,

The Senate respectfully requests President Butts to address the Senate in a timely manner giving his response to this Resolution.