

## **RESOLUTION E04-13**

### **APPROVAL OF POLICY 5.16 REV. PRESIDENT'S AUTHORITY UNIVERSITY PERSONNEL ACTIONS**

WHEREAS, Shawnee State University administration and faculty have throughout the current academic year worked to establish an academic tenure system to be in effect Fall Semester of 2013;

WHEREAS, the SSU-SEA 2012-2015 Collective Bargaining Agreement provides a transition from the continuing contract system to a tenure system, which includes a grandfather provision for faculty who, as of AY 13/14, hold the rank of Professor or Associate Professor for automatic tenure; and

WHEREAS, this collective bargaining agreement also establishes separate pathways and processes for Assistant Professors, Senior Instructors and Instructors an opportunity to apply for tenure and promotion; and

WHEREAS, this collective bargaining agreement also recognizes a University tenure system that will identify faculty positions as having either tenure-track status or non-tenure-track status; and

WHEREAS, the Board of Trustees is the appropriate body to grant tenure and that the President should have clear authority to determine faculty positions are either tenure-track or non-tenure; and

WHEREAS, current Board of Trustee Policy 5.16, Presidential Authority University Personnel Actions, does not address the University's new tenure system;

THEREFORE BE IT RESOLVED that the Board of Trustees of Shawnee State University hereby approves Policy 5.16 Rev., University Personnel Actions; and

THEREFORE BE IT FURTHER RESOLVED, hat the Board of Trustees supports the University administration's efforts to review University systems, policies and procedures in order to support and firmly secure the newly established tenure system.

(May 3, 2013)

SUBJECT: PRESIDENT'S AUTHORITY UNIVERSITY PERSONNEL ACTIONS	POLICY NO. :	5.16 REV
	ADMIN CODE:	3362-5-17
	PAGE NO.:	1 of 1
	EFFECTIVE DATE:	5/3/13
	NEXT REVIEW DATE:	5/3/16
	RESPONSIBLE OFFICER(S):	PRESIDENT
	APPROVED BY:	BOT

## 1.0 PURPOSE

The Board of Trustees delegates to the President of the University authority to appoint and remove University personnel and establish compensation as set forth by this policy and other Board of Trustee policies and directives, and in conformance with the laws of the State of Ohio.

## 2.0 GENERAL POLICY

- 2.1 The Board of Trustees' approval is required for appointments to the position of vice president, as well as for the award of tenure for faculty. Otherwise, the President has the authority to employ, appoint, promote, effect status changes, and terminate all other categories of employees, including faculty. The President also has the authority to demote or terminate vice presidents and appoint interim vice presidents pending a search for a successor to the position.
- 2.2 The President or his/her designee is the appointing authority for classified employees.
- 2.3 The President may delegate the authority to extend offers of employment for approved positions and to terminate employment in conformance with Board of Trustee policies.

## 3.0 POSITION AUTHORIZATION

- 3.1 Board of Trustees' approval is required for the creation of all new full-time administrative and faculty positions. The President has the authority to determine faculty positions as tenure track or non-tenure track.
- 3.2 The President is authorized to create all other categories of positions in accordance with established procedures.

History: Replaces 5.16 (*Eff. 10/13/06 and 11/18/11*)