


Central Connecticut State University

MEMORANDUM

To: Candace Barrington
President, University Senate

Cc: Carl R. Lovitt
Provost

From: Jack Miller 
President

Re: Senate Motion Number FS 10.11.001R

Date: November 9, 2010

I realize that FS 10.11.001R is not a motion requiring either my approval or disapproval. Therefore, I write this memo simply as a response to the motion which I have noted, signed, and am returning to you.

My preference clearly would be to employ all “full time, regular tenure earning faculty through national searches.” This has been my intent since coming to the institution and, in fact, is one of our specific goals (as reflected in Objective 6.2 of the Strategic Plan). While we made progress on that goal to a point, recent financial circumstances have slowed and, in some cases, stopped our progress. Nevertheless, it is not part of any plan or desire on my part to reduce the number of tenure earning faculty. Further, I have no intent of violating either the spirit or the letter of the collective bargaining agreement, nor do I believe that we have done so. Additionally, we have continued, where feasible, to make tenure earning appointments even in the midst of severe financial reductions.

Another important point is that employing emergency hires is not intended to be a “cost-saving measure,” as would seem to be implied in the final paragraph of the Resolution. Rather, it is an attempt to be fair in terms of our ability to continually re-appoint people and to be honest with them at the hiring point in the process. With emergency hires, we have a two-year window, and that is understood by everyone. On the other hand, I believe that it is an expectation when we hire a person into a tenure earning position that they will be able to continue in their appointment as they work towards tenure providing they receive positive evaluations and continuing renewal. When we cannot be reasonably certain of doing this, I feel that it is unfair to individuals to ask them to leave other employment and join us.

Candace Barrington

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November 9, 2010

In order to recognize this Faculty Senate Resolution, I have instructed the Provost that whenever considering an emergency appointment he consult with the department of potential appointment and remind the department members of the Resolution of the Faculty Senate. They can then discuss whether or not they want to continue for a search for an emergency appointment or discontinue that process and use the resources for other instructional purposes to meet student needs. Certainly, there will always be positions even when we are in difficult financial circumstances for which we recruit tenure earning faculty.

JWM/ww
Enclosure