

**April 21, 2104**

**Tenure and Academic Freedom Committee**

**Resolution For Faculty Assembly to Create an *Ad Hoc* Committee to Review Current Guidelines for Evaluating Tenured Faculty and Associated Salary Decisions**

Whereas, faculty tenured status, the academic freedom it confers, and shared governance are all cornerstones of the modern university, including the University of Pittsburgh;

Whereas the treatment and evaluation of tenured faculty is a University-wide concern

Whereas, a review of guidelines for performance evaluation of tenured faculty at the University of Pittsburgh is timely, given that existing guidelines date to 1999;

Whereas, a precedent has been set, by at least one School within the University of Pittsburgh, to explicitly focus the performance evaluation of faculty, primarily conducting research, on the ability to obtain external funding for the bulk of one's salary;

Whereas, the said procedure sets a dangerous precedent by implicitly relegating scholarly contributions, teaching, and service to marginal roles in performance evaluation and in determining salary, and thus negates the criteria that are used to grant tenure and the responsibility of tenured faculty (see Faculty Handbook and the SOM Guidelines for Faculty Appointment and Promotion);

Whereas, any substantive annual reduction in salary, compounded yearly, based on failure to obtain external funding for one's salary, causes faculty to suffer material economic damage and creates a sufficiently hostile working environment for tenured faculty to lead to constructive discharge;

Whereas, the constructive discharge of tenured faculty is antithetical to the fundamental protections afforded by tenure;

Whereas, the said procedure (set currently as a precedent) is sufficiently vague as to allow a targeted individual, or group of individuals, to be evaluated in an arbitrary, capricious, and unfair manner;

Whereas, several tenured faculty have already filed grievances with TAFC based on actions allegedly justified by the said procedure;

Whereas, the original guidelines for Annual Review of Faculty were jointly developed by the Council of Deans and the Tenure and Academic Freedom Committee (TAFC) of the Senate (Memorandum from Provost Maher, April 27, 1999), thereby exemplifying and setting precedence for shared governance in this matter;

Whereas, there are numerous other policies and procedures which have been developed with full University Senate involvement (e.g., University Salary Increase Policy 07-09-01), underscoring

the importance of multiple Senate Committee input into policies affecting the welfare of faculty;  
and

Whereas, the TAFC reviewed and unanimously recommends the adoption of the following  
resolution; therefore, be it

*Resolved,*

That Faculty Assembly create an *ad hoc* committee to address the guidelines in current use for  
performance evaluation and salary reduction of tenured faculty in the University of Pittsburgh,  
including each of its Schools;

That, given the range of issues at hand, the *ad hoc* Committee be constituted of representatives  
from the following Committees of the University Senate: Tenure and Academic Freedom  
Committee, the Bylaws and Procedures Committee, and the Budget Policies Committee. The  
charge to this committee shall be:

- (1) To review and summarize currently existing performance evaluation and related salary  
reduction decision policies that pertain to tenured faculty across and within all Schools;
- (2) Make recommendations as to how the principles of shared governance are to be maintained  
in all University procedures and across all Schools that affect the welfare of faculty, and specify  
the needed steps to assure involvement by relevant committees, including Bylaws and  
Procedures, Budget Policies, and TAFC.
- (3) To make recommendations for the revision of any and all existing procedures across all  
Schools to assure that said procedures and their consequences: (i) are equitable and reflective of  
the criteria for the granting of tenure and the responsibility of tenured faculty (as stated in  
University publications) and thus consider the balance of scholarship, teaching, and service, and  
(ii) are applied fairly, transparently, and not in an arbitrary manner.

Respectfully submitted on behalf of TAFC and endorsed by all.

Maria Kovacs, Ph.D. and Barry Gold, PhD. Co-Chairs