

**CDDR Recommendations for Changes to the Faculty Handbook (10/12/09)
Modified and approved by the Governance Council October 15, 2009**

1) For the awarding of academic rank and tenure for an individual new to the university who is appointed to an administrative position, the mechanism the department uses in deciding academic rank and tenure is not clear. Furthermore, it is not clear whether faculty are involved in the process.

Current wording:

5.2.1.2 Tenure for Faculty Members in Administrative Positions.

At Iowa State University, the appointment of an individual to an administrative position does not automatically guarantee tenure in a department.

An individual who has been a faculty member at another institution and who is appointed to an administrative position at Iowa State University may be proposed for rank in an academic department appropriate for his or her area of professional expertise. That department shall, in turn, determine whether that individual should be awarded tenure by a review consistent with the individual's academic rank and previous experience. Thus, the department that agrees to award academic rank to the person must also make a recommendation regarding tenure.

Proposed wording:

5.2.1.2 Tenure for Faculty Members in Administrative Positions.

At Iowa State University, the appointment of an individual to an administrative position does not automatically guarantee tenure in a department.

An individual who has been a faculty member at another institution and who is appointed to an administrative position at Iowa State University may be proposed for rank in an academic department appropriate for his or her area of professional expertise. That department shall, in turn, determine whether that individual should be awarded tenure by a review consistent with the individual's academic rank and previous experience. Thus, the department that agrees to award academic rank to the person must also make a recommendation regarding tenure. Departmental voting policies for the awarding of rank and granting of tenure for new hires shall be followed.