

## **Resolution to Support the Extension of the Tenure Clock for Johnson School Faculty Appointments**

**Whereas** Article XVI(2)(c) of the Bylaws of Cornell University sets the maximum period of time in service for assistant professors before the university must grant tenure or terminate employment:

Assistant Professor – shall be appointed by the President for a term not to exceed four years. The maximum period of service for assistant professors with term appointments shall be six academic years of full-time equivalent service, continued only for reasons which, in the judgment of the President, are temporary.

**Whereas** the majority of the other business schools and universities with which the Johnson School competes for assistant professors have longer terms of service before the decision to grant tenure or terminate employment is made,

**Whereas** the Johnson School is significantly hampered in its recruitment and retention of promising assistant professors by being at a competitive disadvantage with regard to the maximum period of service before tenure decisions must be reached,

**Whereas**, following discussions with deans from other Cornell units, the Provost supports the motion because it meets important and highly limiting criteria that make it unlikely that other units will seek a similar extension, namely

- Unusual circumstances particular to the unit that render the general time frame problematic,
- Demonstrable competitive disadvantage of the existing requirements,
- Problem related to the unit as a whole rather than a particular subset of the faculty, and
- Lack of other options.

**Whereas** the Johnson School's tenured and untenured faculty unanimously support the motion,

**Whereas** the Committee on the Academic Freedom and Professional Status of the Faculty has reviewed the request and unanimously agreed to support the motion,

**Be it therefore resolved** that the Faculty Senate support a motion to be presented by the Provost to the University Trustees to amend the Bylaws of the University to incorporate an extension of the maximum appointment for assistant professors at the Johnson Graduate School of Management from six years to eight years of full-time equivalent service.

Committee on the Academic Freedom and Professional Status of the Faculty

Joel Baines, Microbiology and Immunology, CVM  
Nancy Chau, Applied Economics and Management, CALS  
Jerry Cherney, Crop and Soil Sciences, CALS  
Chekitan Singh Dev, School of Hotel Administration  
Jerome Hass, Johnson School of Management  
Carl Hopkins, Neurobiology and Behavior, CALS  
Risa Lieberwitz, Industrial and Labor Relations  
Peter Stein, Physics, A&S  
David Wilson, Molecular Biology and Genetics, A&S

April 4, 2011

Attached is a seven page memorandum from L. Joseph Thomas and Mark W. Nelson, Dean and former Associate Dean of the Johnson Graduate School of Management, to William Fry, Dean of the University Faculty, and the Members of the Committee on the Academic Freedom and Professional Status of the Faculty which provides information supporting the need for a modification of the existing Bylaws.