RESOLUTION BY THE FACULTY SENATE OF DELTA STATE UNIVERSITY OF
CLEVELAND, MISSISSIPPI, EXPRESSING DISAGREEMENT WITH CHANGES TO THE
MISSISSIPPI INSTITUTIONS OF HIGHER LEARNING PERSONNEL POLICY PROPOSED
BY COMMISSIONER HANK BOUNDS

WHEREAS, during the IHL Board of Trustees’ Dec. 17, 2009, meeting Commissioner
Hank Bounds presented a proposal to significantly change the IHL’s current policies regarding
the non-renewal and termination of tenure-track faculty and the termination of tenured faculty,
including the following;

- Setting April 1 as the deadline for notification of non-renewal of all tenure-track
  faculty for the following year.
- Identifying lack of funds as a basis for termination of tenure-track faculty with 30
days notice.
- Reducing to 180 days the minimum period of continuation of employment for tenured
  faculty terminated as a result of financial exigency or reduction of programs or units.
- Providing that only tenured faculty members would be allowed to request an appeal
  hearing upon notice of termination and that the Commissioner would receive all
  tenure requests and decide which should be heard by the IHL Board.

WHEREAS, the Commissioner’s specific request for effective veto power over whether
the board is allowed to hear a tenured faculty member’s termination appeal is not warranted by
the economic crisis and risks allowing the faculty makeup of universities to be subject to
political rather than academic determinations; and

WHEREAS, the proposed changes weaken the institution of tenure, which has been a
internationally time-honored way of providing faculty members with intellectual freedom and
rewards for contributions to their institutions and their communities; and

WHEREAS, these changes to tenure have the potential to damage the ability of the
member campuses of the Institutions for Higher Learning to recruit and retain high quality
faculty in a state that lags behind other states in providing competitive salaries; and

WHEREAS, all remedies for alleviating the impact of the current economic crisis on
Mississippi’s state-sponsored colleges and universities have not yet been exhausted
; and
NOW, THEREFORE, BE IT RESOLVED BY THE FACULTY SENATE OF DELTA STATE UNIVERSITY OF CLEVELAND, MISSISSIPPI

That:

permanent changes to the institution of tenure at Mississippi colleges and universities are not warranted by a temporary economic crisis.

SPONSOR: Don Allen Mitchell

ADOPTED: February 11, 2010

Patricia Roberts
President, Faculty Senate