

## 1 SENATE JOINT RESOLUTION NO. 11

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4 A JOINT RESOLUTION OF THE SENATE AND THE HOUSE OF REPRESENTATIVES OF THE STATE OF  
5 MONTANA URGING THE MONTANA BOARD OF REGENTS OF HIGHER EDUCATION TO REQUIRE  
6 ONGOING POSTTENURE REVIEW FOR MONTANA UNIVERSITY TEACHERS; URGING THE BOARD OF  
7 REGENTS TO REQUIRE UNIVERSITY PRESIDENTS OR CHANCELLORS TO REPORT TO THE BOARD OF  
8 REGENTS ON THE POSTTENURE REVIEW PROCESS AT THEIR INSTITUTIONS; URGING THE BOARD OF  
9 REGENTS TO STUDY THE ADVANTAGES AND DISADVANTAGES OF POSTTENURE REVIEW; AND  
10 REQUESTING THE BOARD OF REGENTS TO REPORT TO THE MONTANA LEGISLATURE EDUCATION  
11 AND LOCAL GOVERNMENT INTERIM COMMITTEE ON THE FINDINGS OF THE STUDY.

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13 WHEREAS, it is in the best interest of the state to attract, retain, develop, and support high-quality  
14 Montana university teachers; and

15 WHEREAS, an award of tenure is necessary for attracting, retaining, developing, and supporting  
16 high-quality university teachers; and

17 ~~WHEREAS, there is a risk that university teachers will have a lower level of motivation and commitment~~  
18 ~~once tenure is attained; and~~

19 WHEREAS, there is a direct relationship between a motivated and passionate teacher and a successful  
20 student base; and

21 WHEREAS, it is critical that there be performance benchmarks, quality classroom preparation, and  
22 student feedback to ensure that a tenured teacher maintains high-quality standards; and

23 WHEREAS, the Montana Board of Regents of Higher Education is uniquely positioned to adopt,  
24 implement, and oversee a tenure review process; and

25 WHEREAS, it is the desire of the Legislature to ensure that there is a review process for tenured teachers  
26 to maintain the high-quality education for which the Montana University System is renowned.

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28 NOW, THEREFORE, BE IT RESOLVED BY THE SENATE AND THE HOUSE OF REPRESENTATIVES OF THE  
29 STATE OF MONTANA:

30 (1) That the Board of Regents and the Commissioner of Higher Education are urged to oversee and

1 direct the president or chancellor of each of the units of the Montana University System to institute a posttenure  
2 review process for all tenured faculty.

3 (2) That the Board of Regents is urged to direct the university presidents or chancellors to establish  
4 programs designed to assist faculty members in enhancing their teaching skills.

5 (3) That the Board of Regents is urged to adopt and implement a posttenure review process in which  
6 a tenured faculty member is subject to review every 5 years based on a review of several factors, including the  
7 following:

8 (a) an evaluation of the faculty member's teaching;

9 (b) an evaluation of the faculty member's research and scholarly output; and

10 (c) an evaluation of the contributions made by the faculty member in the area of public service to the  
11 institution and the community.

12 (4) That the Board of Regents is urged to ensure that a peer review is afforded the faculty member and  
13 that student evaluations are considered in the evaluation of the tenured faculty member's teaching.

14 (5) That, in the event that a tenured faculty member receives an unfavorable evaluation in the area of  
15 the faculty member's teaching, RESEARCH, OR COMMUNITY SERVICE, the Board of Regents is urged to include in  
16 the posttenure review process:

17 (a) a ~~2-year~~ STANDARD probation and reevaluation period; and

18 (b) loss of tenure if, during the subsequent probation and reevaluation period, the faculty member fails  
19 to demonstrate improvement in the area of teaching.

20 (6) That the Board of Regents is encouraged to require the university presidents or chancellors to file an  
21 annual report with the Board of Regents on the posttenure review process at the institution.

22 (7) That the Board of Regents is urged to study the options, advantages, and disadvantages of  
23 developing a procedure for granting tenure based solely on a faculty member's teaching ability.

24 BE IT FURTHER RESOLVED, that the Board of Regents is requested to report to the ~~Montana~~  
25 ~~Legislature~~ EDUCATION AND LOCAL GOVERNMENT INTERIM COMMITTEE no later than ~~September 30~~ AUGUST 15, 2012,  
26 as to the implementation and progress of the posttenure review process.

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