



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

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

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

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

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

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

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

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

(1) That the Board of Regents and the Commissioner of Higher Education are urged to oversee and direct the president or chancellor of each of the units of the Montana University System to institute a posttenure

review process for all tenured faculty.

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

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

- (a) an evaluation of the faculty member's teaching;
- (b) an evaluation of the faculty member's research and scholarly output; and
- (c) an evaluation of the contributions made by the faculty member in the area of public service to the institution and the community.

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

(5) That, in the event that a tenured faculty member receives an unfavorable evaluation in the area of the faculty member's teaching, research, or community service, the Board of Regents is urged to include in the posttenure review process:

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

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

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

BE IT FURTHER RESOLVED, that the Board of Regents is requested to report to the Education and Local Government Interim Committee no later than August 15, 2012, as to the implementation and progress of the posttenure review process.

- END -

I hereby certify that the within joint resolution,
SJ 0011, originated in the Senate.

Secretary of the Senate

President of the Senate

Signed this _____ day
of _____, 2011.

Speaker of the House

Signed this _____ day
of _____, 2011.

SENATE JOINT RESOLUTION NO. 11

INTRODUCED BY J. PETERSON, ESSMANN, MILBURN, MCGILLVRAY

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