



**YOUNGSTOWN
STATE
UNIVERSITY**

**RESOLUTION TO MODIFY
FACULTY RANK AND TENURE FOR DESIGNATED
ADMINISTRATORS, 3356-9-05**

WHEREAS, University Policies are being created, reviewed and reconceptualized on an ongoing basis; and

WHEREAS, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

WHEREAS, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of University Policy governing Faculty Rank and Tenure for Designated Administrators, policy number 3356-9-05, attached hereto.

**Board of Trustees Meeting
December 12, 2024
YR 2025-19**

3356-9-05 Faculty rank and tenure for designated administrators.

Responsible Division/Office: Office of Academic Affairs
Responsible Officer: Provost and VP for Academic Affairs
Revision History: 1999; March 2003; December 2009;
September 2014; September 2019; December 2024
Board Committee: Academic Excellence and Student Success
Effective Date: December 12, 2024
Next Review: 2029

- (A) Policy statement. Appropriate to their academic credentials, experience and position, persons hired to serve as president, provost, vice president, dean, department chair, or other administrative positions may be appointed with earned faculty rank and tenure upon the recommendation of the president to the board of trustees for their approval.
- (B) Procedures.
 - (1) If appointment is to be with faculty rank and tenure, the academic credentials of the candidate will be presented to the appropriate department chair and dean for review in accordance with the department and college requirements for tenure and promotion. Granting of faculty rank and tenure to designated administrators will normally require that the individual will have earned rank and tenure at a previous institution.
 - (2) The department chair will prepare a written recommendation regarding the viability of candidate's receipt of faculty rank and tenure. This recommendation will be forwarded to the dean of the college (unless it is for a candidate for the position of dean, in which case the recommendation will be forwarded to the provost), who will forward the department's and his/her recommendation to the provost.
 - (3) The provost will make recommendations to the president on the granting of faculty rank and tenure to candidates for dean, department chair, and other administrative positions.

After paragraphs (B)(1) and (B)(2) of this rule are followed, based on the prior recommendation of the appropriate department chair and dean in the appropriate department, the president will make a recommendation to the board of trustees regarding faculty rank and tenure of the candidate for provost. No candidate for provost will be presented to the board of trustees for their consideration without a recommendation on faculty rank and tenure from the appropriate department chair and dean in the appropriate department and further recommendation from the president.

- (4) The president will make recommendations to the board of trustees on the granting of rank and tenure for designated administrators to the board of trustees (excepting him or herself). The board of trustees will exercise final decision-making authority on all of the above recommendations and, as appropriate, on the granting of rank and tenure to the president.
- (5) The designated administrator will be assigned a faculty base salary after the conferral of tenure. The faculty base salary will be determined based on the following procedure:
 - (a) Faculty salaries at the appointed faculty rank in the appropriate department/college will serve as a guideline.
 - (b) The provost negotiates the faculty base salary with the hiring authority.
 - (c) The agreed-upon faculty base salary is recorded in the office of human resources and serves as the basis for calculating a faculty salary should the administrator return to faculty status.
 - (d) Each year the faculty base salary is updated based on negotiated annual increases in the agreement between Youngstown state university (“YSU”) and the Youngstown state university Ohio education association (“YSU-OEA”).
- (6) Administrators with faculty rank and tenure earned at Youngstown state university may return to their faculty position with tenure and at the rank held prior to administrative appointment. The faculty base salary prior to administrative appointment will be adjusted

based on negotiated annual increases in the agreement between YSU and YSU-OEA.

- (7) Tenure provisions defined in the YSU/YSU-OEA agreement current at the time of return or transfer to a full-time faculty position apply. Rank and tenure are not guaranteed for any administrator who has been removed from his or her administrative position for cause.