

## KCTCS Tenure Resolution

The following resolution was passed by the Appalachian Studies Association Steering Committee on March 26, 2009.

WHEREAS “the mission of the Appalachian Studies Association is driven by our commitment to foster quality of life, democratic participation and appreciation of Appalachian experiences regionally, nationally, and internationally,” and

WHEREAS the Appalachian Studies Association is committed to enhancing educational and economic opportunities within the Appalachian Region, and

WHEREAS the AAUP (American Association of University Professors) 1940 Statement of Principles on Academic Freedom and Tenure states that tenure insures “(1) freedom of teaching and research and of extramural activities, and (2) a sufficient degree of economic security to make the profession attractive to men and women of ability. Freedom and economic security, hence, tenure, are indispensable to the success of an institution in fulfilling its obligations to its students and to society.” and

WHEREAS it is always a great challenge to attract a diverse and qualified pool of applicants to rural Appalachian Community Colleges, and

WHEREAS faculty hired on a contract can be subjected to arbitrary rules, unprofessional governance and have restrictions in their due process, and

WHEREAS faculty and staff benefits, including tenure and health programs, provide existing and prospective employees an environment of professionalism in higher education, and

WHEREAS tenure implies freedom and professional autonomy from administrators, boards of directors, and legislators, and

WHEREAS tenure gives faculty the independence to speak out about troubling matters and to challenge the administration on issues of curriculum and quality, and

WHEREAS tenure affords those who pursue it successfully the time and safety to develop their ideas with a strong measure of security to our collective benefit (*Otero-Burgos v. Inter-American University*, U.S. Court of Appeals for the First Circuit, February 19, 2009), and

WHEREAS the absence of tenure will jeopardize the hiring and retention of quality faculty, thereby threatening the ability of Commonwealth Universities to fulfill their mission and obligation to students and constituents, and

WHEREAS the Appalachian Studies Association recognizes the importance of academic freedom and tenure to the quality of education,

BE IT RESOLVED that the Appalachian Studies Association requests the Board of Regents of the Kentucky Community and Technical College System to reverse their March 13, 2009, decision to eliminate tenure as an option for new employees.

BE IT FURTHER RESOLVED that the Appalachian Studies Association supports efforts to restore tenure for new employees.