**THE UNIVERSITY OF ALABAMA IN HUNTSVILLE**

**FACULTY SENATE**

**Establishment of a Defined Period for Start-up Awards at UAH**

History: Bill XXX was submitted to FSEC for first reading on xx/xx/2019

Bill XXX passed first reading on FSEC on xx/xx/2019

Bill XXX passed second reading in Faculty Senate on xx/xx/2019

Bill XXX passed third reading in Faculty Senate on xx/xx/2019

**Whereas** The University of Alabama in Huntsville (UAH) has an obligation to sustain and promote an environment that is commensurate with and arguably not counter to its Mission Statement; and

**Whereas** The Mission Statement defines UAH as a research-intensive university; and

**Whereas** UAH has been downgraded from a Tier 1 to a Tier 2 research university by the Carnegie Classification of Institutions of Higher Education; and

**Whereas** This report is one indication of failure by UAH to sustain the research goal of its Mission Statement; and

**Whereas** Assistant Professors at UAH are required by Section 4.9.2 of the Faculty Handbook to establish programs that demonstrate evidence of substantial growth and future promise in the area of research or creative achievements; and

**Whereas** These requirements are established to promote and sustain the research-intensive goal of the Mission Statement of UAH; and

**Whereas** In hiring an Assistant Professor to support the Mission Statement, UAH must be prepared to invest fully in his or her career over the span of the probation period toward a positive tenure decision; and

**Whereas** Absent evidence of programs with the requisite evidence in research or creative achievements, an Assistant Professor at UAH is not awarded tenure, amounting to a direct loss to UAH of its investment toward success in its research mission; and

**Whereas** An Assistant Professor starting at UAH typically has a period of four to five years to develop the requisite evidence in research or creative achievements to support a positive decision in his or her tenure review; and

**Whereas** UAH has recently established a policy that start-up funds awarded to Assistant Professors must be expended within two years, with an option by permission for three years; and

**Whereas** Unexpended funds are taken away after the two or three year period with little or no appeal being sustained; and

**Whereas** Assistant Professors could receive other awards in the two to three year period that are especially designed for new investigators and that must be expended with priority, meaning that expending of the start-up funds must be put on hold; and

**Whereas** Some consumables that support research and creative efforts may not be stored for long periods, meaning that longer-term funding is needed for them; and

**Whereas** The newly established practice does not demonstrate a sincere interest by UAH to invest in newly hired faculty to the fullest extent possible over the entire period of their probationary period toward a successful, positive tenure decision; and

**Whereas** The newly established practice is therefore incommensurate with if not counter to the underlying obligations of UAH to support new faculty to the fullest extent possible in order for them to sustain and promote the research mission of the university to the fullest extent possible; and

**Whereas** The newly established practice is therefore incommensurate with if not counter to the Mission Statement of UAH.

**Therefore**, b**e it resolved that**

Henceforth, Assistant Professors who start at UAH will be permitted to use the full amount of start-up funds that they negotiate in writing at the start of their appointment throughout all years of their academic appointment up to the time of the submission of their tenure and promotion dossier without any reservations over that period that changes will be made in the amount of the start-up funds or to the time when the start-up funds must be expended.

**Be it further resolved that**

Henceforth, all Assistant Professors at UAH who are still in their probation period toward tenure, who have not yet submitted their tenure and promotion dossiers, who had negotiated amounts of start-up funds when they first entered UAH, and who subsequently had any portion of those initial start-up funds taken from them for whatever reason will have all such funds returned to them by the start of the Fall semester of 2019 and will be allowed to expend those funds under the same terms as the above clause.