

**Lesson 8 Personal Reflection: Perceptions of Faculty**

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HIED 849: Legal Issues in Higher Education

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Due Date

### **What does this lesson mean for you in higher education?**

This lesson made me analyze the way I think about tenure and its place in modern higher education institutions. In the poll, 69.2% of my classmates stated that they do not think tenure should continue to exist in Higher Education, so I think that it is very likely that tenure will become a position of the past. The discussion posts presented a lot of suggestions on how tenure could be modified to better serve the institutions of today. The need for performance reviews and adding amendments in the faculty handbook that would protect professor's Freedom of Speech were the most common suggestions, and I agree that these two things would be a good starting point to eliminating tenure positions.

For me personally, this lesson provided insight in to the future of tenure and how it will likely be eliminated or modified in the future. I am hoping to work within institutional research, and I truly enjoyed learning about program prioritization. This lesson has given me a lot to think about regarding approaching tenured positions when trying to find ways to prioritize finances at a struggling institution.

### **How does it shape your perceptions of faculty moving forward?**

This lesson shapes my perceptions of faculty as being integral parts of an institution who need to have their opinions and speech protected to be able to truly support the institution they work for. The Demers v. Austin case was surprising to me because it seemed like Demers was truly trying to implement changes that would help the institution and his department, but the university was not supportive of these changes. It made me reconsider the value of tenured professors when approaching issues of large scale reform. It's true that not all faculty should have their positions be permanent, but having tenure protections seem to allow key members of faculty enough job security to challenge policies when they need to be challenged. So, in the

future I will view tenured faculty as less of a financial burden and more of avid supporters of the institutional mission.