



Sam Houston State University

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OFFICE OF THE PROVOST

Michael T. Stephenson

Dear colleagues,

I wanted to write to those of you in a non-tenure track role for several reasons. First, although I recognize the following words are hardly sufficient, I wanted to thank you for all you do for SHSU.

But more importantly, I want to start a conversation about how to move forward in a way that honors you, the hours you dedicate to your job, and your contributions to the university. I have some ideas. But honestly, it would be disingenuous to move on any of them without engaging you first. That is why I am writing.

I have two ideas to kickstart this process. First, I can gather some information fairly quickly by asking you to answer [these questions](#). Your responses to the first three questions will help me identify themes and prioritize.

But, to personalize this, I would really prefer a conversation. My hope is that, together, we can identify a few priorities in order to move forward. I primarily intend to listen. So, after you answer the first three questions in the survey link above, the last page of the survey will ask about your availability and preferences for a discussion either online or face-to-face. You do not have to commit to a date. I just want to know general availability.

We will leave the survey live through Friday, March 4 at 5 p.m. Then, I will follow up after spring break, so we can schedule a conversation.

Thank you in advance for your engagement in this process in addition to your continued commitment to serving our students.

With all the best wishes,

Michael T. Stephenson
Provost and Senior Vice President for Academic Affairs

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Box 2087 • Huntsville, Texas 77341-2087 • 936.294.1001 • Fax 936.294.3577 • provost@shsu.edu

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*This email has been approved for distribution to Non-Tenure Track Faculty
by Michael T. Stephenson, Provost and Senior Vice President for Academic Affairs.*

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