

SENATE ACTION FORM

No. 1264

Subject: Tenure Track Policy

Reference to Senate Minutes dated: 4/29/24

Senate Action

MOTION: Adopt the changes to board policy and university regulations outlined below.

VOTE: The motion passed with a unanimous vote.

Response requested:

_____ Approval for placement in University Catalog, Undergraduate and Graduate

 X **Approval for placement in University Regulations**

 X **Recommendation to Board for placement in Board Policy Manual**

_____ None (sent as information item)

_____ Other action requested/comments:

Faculty Senate Chair

6/14/24
Date

* * * * *

Administrative review of Senate action (unnecessary for information items):

Reviewed by **VPAA/Provost**

an overall evaluation of level III or higher with a level III or higher evaluation in instruction during every applicable annual, biennial, or comprehensive pre-tenure review.

[REDACTED] : A tenure-track faculty member's performance is unsatisfactory if it fails to meet the requirements for tenure-track satisfactory performance as stated above.

For the purpose of tenure-track reappointments before a comprehensive evaluation for a tenure decision, the outcome of the performance evaluation of faculty members in tenure-track contracts is deemed either satisfactory or unsatisfactory.

[REDACTED]

A tenure-track contract is for a designated period not to exceed ~~one academic year~~ three (3) years, and automatically terminates upon the expiration of that period. Employment under a tenure-track contract entitles an employee written notice in accordance with the following schedule. If the CAO/University determines not to rehire the employee during the subsequent academic year, Subsequent tenure-track contracts are contingent upon 1) the performance evaluation of the tenure-track faculty member according to their unit's approved criteria and procedures, or 2) reasons other than the performance areas stated in 2-3-801(4)(a)(XIV).

A newly appointed tenure-track faculty member shall receive a two-year contract and is eligible for an annual reappointment until the mandatory pre-tenure comprehensive review. If the results of the pre-tenure comprehensive review provide evidence that the performance of the tenure-track faculty member is deemed satisfactory as defined in 2-3-202(3)(a), they may receive a contract through the end of the probationary period. The probationary period ends when the tenure decision is final.

- closure of the unit or program;
- lack of institutional resources to sustain the employment of some or all non-tenured faculty in the unit or program;
- breach of contract; or
- violations of applicable Board Policy Manual and/or University Regulations.

At the conclusion of a) the first annual review and/or b) the pre-tenure comprehensive review or any subsequent review during the probationary period, the CAO shall determine if reappointment to a subsequent contract will occur.

If the CAO determines not to reappoint the tenure-track faculty member at any time during the probationary period, the tenure-track faculty member shall receive written notice from the CAO. If requested, the tenure-track faculty member shall receive the reasons for the non-reappointment decision in writing:

- a) A tenure-track faculty member who receives a non-reappointment decision at the conclusion of the first annual review shall not receive a contract for the third year.
 - b) A faculty member who receives a non-reappointment decision at the conclusion of the pre-tenure comprehensive review or later shall have employment through the next academic year, or be given severance pay equivalent to the base salary the faculty member received during the year in which the non-reappointment occurred. For the purpose of this section, "the base salary" means the salary the faculty member received for a 1.0 Full-Time Equivalent faculty workload as described in Section 2-3-401(3)(a) of the Board Policy Manual and no other payments whatsoever, including but not limited to overload or personal services agreements received during the academic year in which the non-reappointment occurred.
- a)

freedom, economic security, and tenure are indispensable to the success of an educational institution in fulfilling its obligations to its students and to society.



advancement of truth. Academic freedom in its instruction aspect is fundamental for the protection of the rights of the teacher in instruction and of the student in learning. Academic freedom carries with it duties correlative with rights.

Tenure is a means to the following ends: (1) freedom of instruction, RSCW, and of extramural activities; and (2) a sufficient degree of economic security to make the profession of university teaching attractive to high quality professionals. Academic freedom, economic security, and tenure are indispensable to the success of an educational institution in fulfilling its obligations to its students and to society.

- (V) The dean reviews the evaluations of the program area faculty and the chair/director/coordinator to verify that the scores assigned, and the reasons given, are consistent with the approved program area criteria and procedures. The dean may include confidential personnel information about the evaluatee if it is pertinent to the evaluation. Unless the university's general counsel or the director of human resources deems that the information is to remain confidential, this information must be shared with the faculty and chair/director/program coordinator and included in the evaluation process.

...

- (VI) The Chief Academic Officer reviews the evaluations of the program areas in accordance with the policy in 3(h)-4/n

From University Regulations

...