

HEALTH SCIENCE CENTER HANDBOOK OF OPERATING PROCEDURES

Chapter 3	Faculty Policies and Procedures	Effective:	February 2000
Section 3.7	Policies and Procedures Regarding Tenure	Revised:	September 2006
Policy 3.7.3	Other Policies Concerning Tenure	Responsibility:	Vice President for Academic Administration

OTHER POLICIES CONCERNING TENURE

Value of Tenure

Tenure clearly is valued and should be continued as a reward for faculty, as presently provided for in the Regents' *Rules and Regulations*.

Tenure and Compensation

Tenure and compensation are separate matters, and the distinction should be continued. Tenure does not guarantee any certain level of compensation.

Performance

Tenure denotes a status of continuing employment as provided by the Regents' *Rules and Regulations*. The level of compensation must be earned by performance of assigned duties and may be determined by productivity.

Termination

Termination of tenured faculty, as provided for in the Regents' *Rules and Regulations*, is clearly described and flexible and any amendments thereto should be considered cautiously. Termination of employment terminates tenure. Faculty members may be re-employed part-time, however, in a non-tenure track position. A change from full-time to part-time, without termination of employment, must be approved by the institution. There will be no continuation of tenure for part-time faculty members.

Tenure Denied

A tenure-track faculty member who is not granted tenure after the probationary period may be appointed in a non-tenure track position, including a faculty position.

Advising Faculty of Tenure Decisions

These guidelines can be found in the *Handbook of Operating Procedures* (HOP), [Section 3.6.5](#), "Procedures for Advising Faculty of Tenure and Promotion Decisions".

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Faculty Appeal of Tenure Decisions

These guidelines can be found in the HOP, [Section 3.6.6](#), "Procedures for Faculty Appeal of Tenure or Promotion Decisions".
