

**"New Provisions:**

"ART. 179<sup>a</sup>. - PROFESSOR, THE INITIAL APPOINTMENT IN THE UNIVERSITY TO THE RANK OF PROFESSOR SHALL BE FOR A PERIOD OF ONE YEAR. A RENEWAL SHALL BE WITH TENURE.

"ART. 179<sup>b</sup>. - TERMS AND CONDITIONS OF APPOINTMENT. - THE PRECISE TERMS AND CONDITIONS OF EVERY APPOINTMENT SHALL BE STATED IN WRITING. IN CASE OF NON-RENEWAL OF A TEMPORARY APPOINTMENT THE PERSON CONCERNED SHALL BE SO INFORMED IN WRITING AT LEAST SIXTY DAYS BEFORE THE TERMINATION DATE.

"AN APPOINTMENT WITH TENURE MAY BE TERMINATED BY RESIGNATION, RETIREMENT OR REMOVAL FOR CAUSE."

"ART. 179<sup>c</sup>. - PROMOTIONS IN RANK. - EVERY PROMOTION IN RANK SHALL BE WITH TENURE."

"ART. 179<sup>d</sup>. - NOTHING HEREIN PROVIDED SHALL PRECLUDE THE UNIVERSITY FROM MAKING APPOINTMENTS TO THE FACULTY ON A CONTRACT BASIS FOR A FIXED TERM."

**EXPLANATION.**

The salient features of these revised proposals on academic tenure are:

1. Tenure begins only with the rank of assistant professor. However, the rule shall have no retroactive effect, hence instructors with permanent appointment upon the adoption of the rule will retain their permanent status and those holding temporary appointments are given five years to earn permanency according to the provisions of the new rules.

2. The "Up or Out" policy originally proposed for those initially appointed in the University to the rank of instructor is modified. Within the maximum probationary period of five years, an instructor is either promoted to the rank of assistant professor on the basis of his having a graduate degree or a professional degree requiring at least five years of academic work or outstanding academic