

A. Rescission of the existing policy that "no tenure shall be given to faculty members below the rank of Associate Professor."

B. Amendment of pertinent provisions of the Revised University Code governing faculty tenure (all revisions are asterisked):

1. All - initial appointments to the faculty (at whatever rank) shall be temporary.

* a. Initial appointment at the rank of Asst., Assoc., or full Professor requires that appointee has graduate or professional degree, or outstanding academic, creative, or professional work. (The proposed revisions here are: that criteria are now specified for initial appointment at the rank of Assoc. Prof. or Prof.; and the addition of the word "creative".)

b. All must serve for at least one year.

c. Maximum period of temporary appointment -

- (1) as Instructor: 5 years
- (2) as Asst. Prof.: 3 years
- (3) as Assoc. Prof.: 2 years
- (4) as Professor: 1 year

d. After this maximum period, the appointment terminates unless -

- * (1) Instructor is promoted to the rank of Asst. Prof., with or without tenure;
- (2) Asst. Prof., Assoc. Prof., or Professor is given tenure.

(Note: Anytime within each maximum period of temporary appointment, one may be promoted or given tenure.)

* 2. The minimum rank at which tenure may be given is Assistant Professor rank.

Note: In 1973, tenure started only at the rank of Assistant Professor (BR, 28 June 1973).

In 1977, tenure could start even at the rank of Instructor (BR, 30 June 1977).

In 1986, tenure started only at the rank of Associate Professor (BR, 24 April 1986).

- * 3. Appointee must be officially notified by the Dean 60 days before termination of appointment. (The only proposed revision here is: "by the Dean")
- * 4. Promotion of instructor to the rank of Asst. Prof.: instructor must have graduate or professional degree, or outstanding academic, creative, or professional work. (The only proposed revision here is: "creative")
- * 5. Tenure and promotion are separate: no promotion in rank necessarily carries tenure with it.

(Please see Annex A for the details of the proposed amendment of pertinent Codal provisions.)

PROPOSED AMENDMENT OF FACULTY TENURE RULES AS PROVIDED FOR IN
THE REVISED UNIVERSITY CODE

Existing ProvisionRevision ExplainedProposed ProvisionART. 177. Instructors. -

(a) The initial appointment in the University to the rank of Instructor shall be temporary in character and for a period not exceeding one year.

(b) A temporary appointment shall automatically terminate at the end of the period stated therein unless the Chancellor or the President upon recommendation of the Dean of the unit renews the temporary appointment for a period of one or two years, but in no case

SUBSTANTIAL CHANGE
IN PARAGRAPH c; and

Minor changes only in phrasing and the addition of the word "creative" in paragraph d.

ART. 177. Instructors. -

(a) The initial appointment in the University to the rank of Instructor shall be temporary in character, for a period not exceeding one year.

(b) A temporary appointment shall automatically terminate at the end of that one-year period unless the Chancellor or the President, upon recommendation of the Dean of the unit, renews that appointment for a period of one year.

exceeding five years from the date of the initial appointment.

(c) Unless within the said five-year period an Instructor with a temporary appointment, by reason of having obtained a graduate degree or a professional degree requiring at least five years of academic work or by reason of outstanding academic or professional achievement is issued a permanent appointment as Instructor or promoted to the rank of Assistant Professor, his membership in the faculty shall terminate; provided, that in the case of Instructors

In no case, however, shall such renewal exceed five years from the date of the initial appointment.

(c) After that five-year period, the appointment shall automatically terminate, unless the Instructor is promoted to the rank of Assistant Professor, with or without tenure.

(d) Promotion to the rank of Assistant Professor shall be given only when the Instructor shall have obtained a graduate degree, or accomplished outstanding academic, creative, or professional work.

holding temporary appointments at the time these rules are adopted, the time these rules the five-year shall be reckoned from the date of adoption. However, nothing herein provided shall deprive any Instructor of permanent status already held at the time of the adoption of these rules.

ART. 178. Assistant Professors. -

The initial appointment in the University to the rank of Assistant Professor shall be temporary in character and for a period not exceeding three years. A temporary appointment shall automatically terminate at the end of the period stated therein unless the Dean or Director of the unit, with the

NO CHANGE,

except phrasing and addition of the word "creative" in paragraph c.

ART. 178. Assistant Professors.-

(a) The initial appointment in the University to the rank of Assistant Professor shall be temporary in character, renewable every year for a period not exceeding three years.

(b) Such appointment shall automatically terminate at the end of that three-year period unless

concurrence of the Chancellor or the President, recommends the renewal of the temporary appointment or an appointment with tenure on the basis of the criteria set for faculty promotions. In no case shall the total length of temporary appointments exceed three years.

No person without a graduate degree or a professional degree requiring at least five years of academic work or outstanding academic or professional achievement shall be initially appointed to the rank of Assistant Professor.

ART. 179. Associate Professors.-

The initial appointment in the University to the rank of Associate

the Assistant Professor is given tenure on the basis of the criteria set for faculty promotions.

(c) No person without a graduate or professional degree, or outstanding academic, creative, or professional achievement, shall be initially appointed to the rank of Assistant Professor.

ART. 179. Associate Professors.-

(a) The initial appointment in the University to the rank of Associate

NO CHANGE,
except phrasing and
the addition of
paragraph c.

Professor shall be temporary in character and for a period not exceeding two years. A renewal shall be with tenure on the basis of criteria set for faculty promotions.

character and for a period

Professor shall be temporary in character, for a period not exceeding two years, after which it shall automatically terminate.

(b) A renewal after that two-year period shall be with tenure on the basis of criteria set for faculty promotions.

(c) No person without a graduate or professional degree, or outstanding academic, creative, or professional achievement, shall be initially appointed to the rank of Associate Professor.

ART. 179a. Professors. - 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.

NO CHANGE,

except the addition
a 2nd paragraph.

No person without a graduate or professional degree, or outstanding academic, creative, or professional achievement, shall be initially appointed to the rank of Professor.

ART. 179b. 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 expiration date.

An appointment with tenure may be terminated by resignation, retirement, or removal for cause.

NO CHANGE,
except the addition
of a phrase
"by the Dean".

In case of non-renewal of a temporary appointment, the person concerned shall be so informed in writing by the dean at least sixty days before the expiration date.

ART. 179c. Promotions in rank. - SUBSTANTIAL
Every promotion in rank shall be REVISION
with tenure. with tenure.

ART. 176c. Promotions in rank.-
Promotion in rank shall not nec-
essarily carry tenure with it;
that is, promotion is a separate
matter from faculty tenure.

ART. 179d. Nothing herein NO CHANGE
provided shall preclude the Univer-
sity from making appointments to
the faculty on a contract basis
for a fixed term.

ART. 180. Appointments to the NO CHANGE
faculty on a contract basis shall
not be governed by the above rules
on tenure but by the terms of the
contract.