

- 2.3. To protect the faculty from dismissal or termination of employment without cause

## **B Privileges and Responsibilities of Tenure**

### 1 Privileges of Tenure

- 1.1. Employment until retirement, resignation, or dismissal for cause
- 1.2. Economic security that ensures that salary, rank, and benefits are not reduced during the period of employment, except for cause
- 1.3. Continued University support for teaching and scholarly or creative work, including reasonable teaching assignments and reasonably adequate facilities (classroom, library, laboratory, office, and equipment)

### 2 Responsibilities of Tenure

#### 2.1. On the part of the tenure-track faculty member

##### a Develop one's field of learning and research

- ▶ Produce scholarship of the quality and quantity expected of tenure-track faculty
- ▶ Demonstrate capacity to sustain research activities over time

##### b Contribute to the learning of students through competent and effective teaching

- ▶ Meet all scheduled classes on time and make himself/herself available for consultation
- ▶ Prepare seriously for class and teach competently and as well as he/she can
- ▶ Strive constantly to improve teaching performance, keep up with new developments and teaching materials in the discipline, and update pedagogy and teaching content to reflect these developments

##### c Be committed to the University as an intellectual community

- ▶ Uphold academic freedom against abuse and respect the academic freedom of others
- ▶ Participate in the life of the University
- ▶ Perform in a productive professional manner so as to deserve faculty status
- ▶ Conduct himself/herself ethically in all dealings with students, colleagues, staff, and persons outside the University