

- 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

- d Render service to the University and the larger community
  - ▶ Engage in activities that enrich the University's academic life
  - ▶ Undertake public service projects that improve the quality of life, address contemporary problems of society, or generally raise the welfare of the community at large

2.2. On the part of tenured faculty who recommended tenure

- a Uphold academic freedom, which requires that faculty appointments are made solely on academic grounds—performance in teaching, research and extension, potential to contribute to the discipline, and ethical conduct of the profession
- b Apply stringent standards in measuring the quality of the applicant for appointment (reappointment) and tenure
- c Create an intellectual environment that supports open and free inquiry, including the freedom to differ, in the spirit of learning and scholarship
- d Satisfy the minimum (preferably better than the minimum) expectations of faculty stated in section 2

**C. Tenure-Track Positions**

- 1 Tenure-track appointment is probationary in character. The period of temporary appointment varies according to the rank of the faculty member under probation as stated below.
- 2 Tenure-track positions are those that can lead to tenure, namely: Instructor, Assistant Professor, Associate Professor, and Professor. However, tenure is not given at the Instructor rank except as provided in item E1.1.
- 3 There are two types of initial appointment: direct entry at the rank of Instructor, and lateral entry at higher ranks (Assistant, Associate, and full Professor).
- 4 The period of probation (temporary appointment) is as follows.<sup>2</sup>
  - 4.1. For Instructor rank, the period is not more than five years reckoned from the date of original appointment as Instructor, regardless of status as temporary,

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<sup>2</sup> Revised Section 5.4.1 of Article 177, UP Code, as amended (Criteria for Tenure: Instructor), 1142<sup>nd</sup> BOR meeting, 20 May 2000; Article 178, Criteria for Tenure: Assistant Professor; Article 179, Criteria for Tenure: Associate Professor; Article 179A, Criteria for Tenure: Professor.