

- 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.²
 - 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,

² Revised Section 5.4.1 of Article 177, UP Code, as amended (Criteria for Tenure: Instructor), 1142nd 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.

casual, or substitute faculty (see item D). In the case of instructors at the thesis stage of their master's degrees, the period may be extended for another year but not to exceed two years, provided the instructor is properly informed of this condition. At the end of the probationary period, either the appointment of the Instructor is not renewed, or the Instructor is appointed to the rank of Assistant Professor, not necessarily with tenure. As Assistant Professor, the faculty member is evaluated for the purpose of renewal and tenure.

- 4.2. For the rank of Assistant Professor, the probationary period is three years
- 4.3. The Associate Professor may be given tenure within two years from the date of appointment
- 4.4. The Professor may be given tenure within the year from the date of appointment as Professor
5. The actual length of the probation may be shortened by taking into account the following factors:
 - 5.1. Outstanding performance as teacher and scholar in the initial years of appointment
 - 5.2. Prior service at an academic institution at the rank of Assistant Professor or higher
6. Within the probationary period, the faculty member is appointed yearly. If the faculty member's appointment is not renewed or tenure is not granted, the faculty member shall be informed in writing at least sixty days prior to the expiry of his/her appointment by the Dean.
7. After the first year, if the faculty member does not perform up to par and shows no promise of improvement, his/her appointment shall not be renewed. However, if the faculty member shows potential for improvement, he/she shall prepare a one-year improvement plan, guided by the standard set in table 1 (item E6), and shall discuss it with the Chair and the department's Academic Personnel Committee (or equivalent body). The improvement plan shall be submitted to the Dean for approval. An improvement plan may also be prepared by substitute and casual faculty who show potential.
8. The reasons for devising an individual improvement plan are as follows.
 - 8.1. The tenure-track faculty member commits himself/herself (in writing) to improving his/her teaching and other performance. The department shall hold the faculty member to this commitment.