

I. TENURE

The statement explains what tenure is, the rights and obligations it entails, the procedure for the grant of tenure, and the rationale behind policies and processes.¹ The document addresses both faculty on tenure track, who are regularly evaluated and must eventually demonstrate that they deserve tenure, and tenured faculty, who recommend the granting of tenure and are themselves expected to maintain a vigorous academic life. Units are advised to put their procedures and requirements in writing so as to guide tenure-track and tenured faculty alike, ensure that policies are followed, minimize conflict, and facilitate the review and improvement of policies and processes.

A. Meaning and Purpose of Tenure

1. Meaning of Tenure

- 1.1. Right of faculty member to continuous employment until he/she retires, voluntarily leaves the University, or is dismissed for cause
- 1.2. Pact between the University and the faculty member, in which the University agrees to guarantee the academic freedom and economic security of the faculty member and provides a place of work for teaching and scholarly activities, and the faculty member agrees to undertake these functions as best as he/she can and to fulfill other institutional responsibilities
- 1.3. The start, not the end of an academic career; a responsibility, not an attainment that exempts the tenured faculty member from periodic evaluation

2. Aims of Tenure

- 2.1. To foster and safeguard the academic freedom of faculty
- 2.2. To enable the University to attract and retain the best faculty

¹ Practices in various universities abroad were used as references for the sections in part I, such as the University of Illinois Seminar on Tenure, December 1996; Mississippi State University Faculty Handbook (AOP 13.07); University of Michigan Senate Assembly, "Toward a Definition of Tenure," 12 December 1994; Simon Fraser University Tenure-Track Faculty Workload Policy, 1 September 1999; Carmen Silva-Corvalan et al., "White Paper on the Meaning of Tenure," USC Academic Senate Resolution 95/96-007, 8 May 1996; University of North Carolina, last revised 3 October 2002; University of Virginia, 1 March 2000; University of Houston; Amherst College Faculty Handbook; University of Pittsburgh, 5 July 1988; Virginia Commonwealth University, 1997; and Donna R. Euben, American Association of University Professors, "Tenure: Current Perspectives and Challenges," October 2002.

- 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