

A proposal for amending & clarifying the tenure Policy II.4.

Current policy:

4. A recommendation concerning tenure is made by the department head (or heads in case of joint appointments). The department head's recommendation shall be forwarded to the college dean after the department head has given each tenured faculty member of the department an opportunity to submit written advisory opinions to accompany the tenure recommendation. The academic dean shall submit a recommendation to the Vice President for Academic Affairs. The Vice President for Academic Affairs has the responsibility for making a recommendation to the President, which is responsible for submitting a recommendation to the Board of Regents for final consideration.

The department head annually informs all tenured faculty that a tenure review is forthcoming and invites the candidate to supply relevant information by a specific date if the candidate believes he or she qualifies for consideration under the criteria stated above. The tenured faculty are also invited to supply written advisory opinions to accompany any recommendation concerning tenure.

Each academic department establishes a tenure committee composed of all faculty members who are tenured. The committee is chaired by the department head unless he or she is being considered for tenure. When a department head is being considered for tenure, a temporary chairman will be elected from the tenured faculty. A candidate for tenure is not permitted to be present during deliberations on his or her tenure.

The committee of tenured faculty reviews all relevant factors and provides a report of its vote. The department head (unless he or she is being considered for tenure) also reviews all relevant factors and forwards an individual recommendation, all evaluation materials, and a written report of the committee's vote to the college dean. If the department head is being considered for tenure, the committee forwards the vote of the committee and all evaluation materials to the college dean. The college dean forwards a recommendation and all evaluation materials to the Vice President for Academic Affairs. Upon receiving all written materials and a recommendation from the Vice President for Academic Affairs, the President reviews the recommendation and forwards his recommendation and all written materials to the Board of Regents who has final responsibility for granting tenure.

Whenever a recommendation to grant tenure is disapproved at any level, this fact must be reported back to the preceding levels. The department head must inform the faculty member in writing that disapproval has occurred. Any related appeal through administrative channels or the University Grievance Committee must be initiated in writing by the faculty member to the department head within thirty days after receiving notification from the department head. The purpose of the grievance committee is to review the file to insure that established procedures were followed in considering the faculty member for tenure. The grievance committee does not attempt to judge the academic achievements of the candidate.