ACADEMIC TENURE

ARTICLE IX:4

Associate Professors and Professors may hold academic tenure, except when otherwise specified at the time of appointment.

Within nine years of initial appointment to the title of Assistant Professor (tenure track) the faculty member must be considered for promotion to Associate Professor (tenured) unless granted up to a 12-month suspension of the tenure clock. If not promoted to that rank, such faculty member must be terminated or transferred to a non-tenured position.

Tenure at the College is the expectation of continued appointment as long as duties are satisfactorily fulfilled. Continuing tenure envisions continuing exemplary professional, scientific, and academic achievement in order to maintain a commensurate level of compensation. Tenure does not assure the assignment of any particular job duties or responsibilities.

Tenure is a commitment only to unqualified appointments of Associate Professor (tenured) or Professor (tenured) and does not accrue to persons serving in the rank of Instructor, Assistant Professor (tenure track), Assistant Professor (non-tenure track), Associate Professor (non-tenured), Associate Professor (tenure track), or Professor (non-tenured) regardless of length of service.

Tenure does not apply to appointments qualified by the prefixes Adjunct, Clinical, or Visiting.

Except for financial exigency, tenured faculty may not be dismissed except for cause. The reasons for dismissal may be presented, if requested by the affected faculty member, before a properly constituted committee composed of members of the faculty. Termination of a continuous tenured appointment because of financial exigency should be demonstrably bona fide.